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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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La Cour suprême rejette l'appel de l'Université York

UNE poursuite au civil pour action fautive dans des fonctions officielles pourra être intentée contre la rectrice de l'Université York, Lorna Marsden, maintenant que la Cour suprême du Canada a rejeté la demande d'appel formulée par cet établissement à l'encontre d'une décision d'un tribunal inférieur. L'action au civil conteste l'utilisation malveillante que Mme Marsden aurait faite de son autorité pour causer un préjudice à un étudiant au niveau du baccalauréat spécialisé, Daniel Freeman-Maloy, en lui imposant de façon sommaire une suspension de trois ans pour sa participation à deux manifestations sur le campus de l'université.

« C'est une victoire pour la liberté académique et la liberté d'expression », s'est félicité le président de l'ACPPU, Greg Allain. « L'autonomie institutionnelle dont jouissent les universités canadiennes a justement pour but de mettre celles-ci à l'abri des courants d'influence et des incursions extérieures. Mais cette même autonomie confère mainte-

Voir LA COUR à la page A6

CAUT Publishes Report on Hogan Denial at Acadia

IN August 2002 Eileen Hogan, an associate professor in the school of nutrition and dietetics at Acadia University, applied for tenure and was denied.

Concerned about apparent violations of proper procedures, CAUT was asked to provide assistance. When its efforts to resolve the situation were unsuccessful, CAUT appointed an ad hoc investigatory committee to investigate and prepare a report on what it found.

The committee members were Patricia Baker, an associate professor of sociology and anthropology at Mount Saint Vincent University and Gayle MacDonald, a professor of sociology at St. Thomas University. Their report can be found following page B9 in this issue of the *Bulletin*. ■

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Supreme Court Rejects York University's Appeal

Daniel Freeman-Maloy at an event on the York campus last month.

YORK University president Lorna Marsden will face a civil suit for misfeasance in public office as a result of the Supreme Court of Canada's rejection of the university's request for leave to appeal a lower court decision.

The civil suit alleges that Marsden maliciously misused her statutory power to harm York honours student Daniel Freeman-Maloy by summarily suspending him for three years for his participation in two campus demonstrations.

"This is a victory for academic freedom and freedom of expression," said CAUT president Greg Allain. "The institutional autonomy enjoyed by Canadian universities is to provide immunity from political currents and incursions. But that same institutional autonomy now vests enormous power in the hands of presidents and boards: power in the context of the university community similar to that wielded by the Crown in the 18th century when the concept of misfeasance in public office first appeared."

He noted that just as citizens need to check the potential for those wielding state power to abuse their positions and authority, a similar check on university administrators is vital now to protect academic freedom, which can be endangered as much by those inside the university as by those outside.

University lawyers have argued that Marsden does not occupy a public office nor owe duties to the public; that the university is akin to many non-governmental, private institutions established by statute and governed by officers whose powers, duties and responsibilities are derived from their constituting statute. According to their argument, it is inappropriate to extend the tort of misfeasance in public office to such statutory office holders as university presidents.

The Ontario Court of Appeal said, in its decision against which York wanted to appeal to the Supreme Court, "Although the President of York University is not subject to governmental control, she is in other aspects subject to the regime of public law. Her decision to discipline the appellant was subject to judicial review as a statutory power of decision … [Freeman-Maloy's] claim should be allowed to proceed to trial to be fully considered on the basis of a proper factual record and in light of other claims the appellant has asserted."

See COURT Page A4

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— PHOTO: TOM BARNETT FOR THE EXCALIBUR —

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COMMENTARY
TRIBUNE LIBRE

The Holy Grail of Relevance

In today's customer & consumer-oriented society, where do students-as-customers end & students-as-learners begin?

By RAYMOND LEE & CÉLESTE BROTHERIDGE

WHILE the classroom teacher as reluctant hero has been well portrayed in movies such as *Good-bye Mr. Chips*, *To Sir with Love* and *Stand and Deliver*, the university professor has also been represented as the misunderstood eccentric-genius in movies such as *The Nutty Professor* and *The Paper Chase*.

Despite these sharply contrasting archetypal images, teachers and professors face a common set of challenges and opportunities that reflect the angst and aspirations of today's customer and consumer-oriented society.

The loudest clarion call we have heard in the course of our careers is the push to bring "Relevance" with a capital R into the classroom. Students, employers and university boards have repeatedly questioned whether our course offerings — and even our fields of study — meet the criterion of relevance, by which, it is commonly assumed, students will develop tangible skills that readily translate into gainful employment.

Less apparent is whether relevance means contemplating what it takes to achieve a civil, just and progressive society, and taking the steps needed to make it so. Yet such reflections and actions are every bit as relevant as acquiring transferable skill sets.

In the quest for the Holy Grail of Relevance, we academics struggle mightily to create balance in our teaching. On the one hand, our course offerings should be interesting, but not to the point of mindless entertainment. And on the other hand, they should be sufficiently rigorous to meet the standards of disciplined learning.

Just when we think we have struck the right balance, the new mandate from educational administrators is that front-line instructors should make the process of learning more "customer-friendly." And as this metaphor of the student-as-customer increasingly takes hold in universities, newly-minted instructors are being encouraged to establish "good working relationships" with students. This seems to imply students are somehow equal partners in the delivery of higher education.

This shift in deciding who can and should determine course curriculum and pedagogy goes beyond the question of balancing relevance and rigor. It calls into question the very role of educators in the classroom. Are we lecturers, instructors, teachers, facilitators, or, indeed, "servers who aim to please"? The various labels are more than semantic nuances. Most fundamentally, they suggest differences in how much say educators and students each have in the crafting and delivery of knowledge. The push towards equal partnership evidenced in the view that teaching is a form of customer service sets a perilous precedent for higher education.

Students are increasingly finding voice in both the establishment of curricula and governance throughout universities in Canada. While involvement in their educational institution helps students develop a broader view of the educational process, their treatment as consumers can have the paradoxical effect of dampening their desire to learn. Indeed, allowing students to rule the roost unchecked recalls the horrific scenes depicted in the movie *Blackboard Jungle*.

Where do students-as-customers end and students-as-learners begin? They seem to have little qualms about asking their teachers and professors to "go easy" (less rigor) and skipping on assignments they feel are not of much practical use (more relevance).

Instead of professors-as-educators, the role seems to be professors-as-servers. Professors are asked to provide more options in course assignments — much like restaurant servers going over the various menu choices for their diners. The aim of professors is to provide structured, helpful and congenial service for their "customers" as well. The courses of study, like courses of fine dining, should be pleasing to the palate and offer good value for one's money.

The professor-as-server approach is not inherently antithetical to learning if students are indeed motivated to learn for curiosity's sake. But, unfortunately, such an approach, in our experience, is unsatisfactory for all parties in the long run. The students may want entertainment value in the classroom, just as diners want consumptive value for the food they order. But in the end, how much "food for thought" learning has taken hold? For learning to yield intellectual nourishment, students should cogitate and contemplate the course materials. Relevance in the broadest sense comes when the bridge linking the classroom to the outside world has been constructed by the students for themselves. Professors may offer observations on possible linkages, but, in the end, profound learning develops from what students bring to the classroom and what insights they gain from it, as *Blackboard Jungle* so poignantly showed.

Comparison shopping has become habit-forming in a consumer-driven society and is especially evident when choosing educational institutions. High schools and universities, teachers and professors alike, are compared *ad nauseam* on various indices that supposedly reflect "bang for the buck."

Students compete to get into highly-ranked schools and enroll in "cool" courses (according to survey findings reported in various publications and statistics compiled from course evaluations). Numbers rule, but at what cost? Teachers and professors, whose career prospects are often tied to what students opine of them, have adapted by catering to what they believe students seek (i.e., entertainment value and real-world relevancy).

Instructors feel the squeeze that much more when administrators implore them to establish "good working relationships" with students-as-consumers. Like restaurant servers who work for tips (although few instructors would admit to this), many who patrol the halls of higher education are tempted to work to the consumer satisfaction surveys or "happy sheets," so that they are afforded the opportunity to maintain the fiction of imparting knowledge for its own sake. After all, it's the path of least resistance. Ultimately, however, this learning climate is self-defeating.

We need to make a clarion call for a new culture of learning as an alternative to the status quo. Like the headstrong protagonist, Richard Dadier, in *Blackboard Jungle*, teachers, professors and administrators must find the courage to reach out to their students in novel and offbeat ways so that learning is no longer a chore but a journey of discovery embarked on with the energy of youthful enthusiasm.

Giving in to "the system" was, and remains today, a dead-end solution for educators and students alike. Empowering students to learn and to want to learn for curiosity's sake is as much a noble quest today as it was in 1955 when *Blackboard Jungle* raised the public conscience of what education and learning meant in the deepest sense.

Professors-as-servers should aspire to become professors-as-provocateurs. We should provoke students to ask and seek answers to the tough questions and to think critically. More broadly, we should provoke them to discover the things that give meaning to their lives and to have the courage to pursue their bliss, as the late mythologist Joseph Campbell compelled his students to do.

If we, as educators, aim to provoke, rather than to merely please our constituents, the state of higher education will be that much better for it. ■

Raymond Lee is a professor in the department of business administration of the I.H. Asper School of Business at the University of Manitoba. Céleste Brotheridge is a professor of organizational behaviour and human resource management at Université du Québec à Montréal. They recently published a study on the degree purchasing orientation of Canadian university students in the Canadian Journal of Higher Education.

The views expressed are those of the authors and not necessarily CAUT. Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement la position officielle de l'ACPPU.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime, duhaime@caut.ca. L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamants, calomnieux ou offensants envers des personnes ou des groupes. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. Les commentaires doivent être envoyés à Liza Duhaime à l'adresse duhaime@caut.ca.

PRESIDENT'S COLUMN

Challenges Facing New Academics

By GREG ALLAIN

Let me ask you a question. Have you ever felt like an utter stranger in a particular setting? Think back. It could have been your first day in grade school, or on first setting foot in a developing country, or even being hospitalized. It's one of the many senses of the sociological concept of alienation, and very broadly simplified, it refers to a situation where one feels totally alien.

I'm concerned that many of our new colleagues may be experiencing these same feelings of alienation in their new surroundings. Well, you might say, these institutional surroundings aren't exactly new to them, since they've spent years studying in them as undergrads, then at the graduate level, and for many, as postdocs. The setting may not be completely unfamiliar but the reality is quite different depending on which side of the fence you're toiling on, to twist and bend an old analogy.

You've been taking exams and writing papers for x number of years and all of a sudden you're in charge of preparing courses, writing grant applications and sitting on various departmental and other committees. It can be a little overwhelming for many new hires.

Strangely enough, at a time when academic staff recruitment and renewal are considered priorities in most post-secondary institutions, we know very little about difficulties our junior colleagues encounter, except from anecdotal reports.

However, a recent study on the topic,[1] commissioned by the Fédération québécoise des professeures et professeurs d'université (FQPPU), sheds an interesting light on the issues. The analysis is based on focus group discussions with young recruits (hired in the last six years) from eight Quebec universities. The themes included the hiring process, integration in the work environment, work satisfaction, reconciling work and family life, and avenues for collective action.

The report begins by saying that part of the problem starts at the graduate level and notes that other studies identify various difficulties graduate students can face. These include feelings of isolation and competition, the challenge of deciphering often contradictory messages about the importance of teaching versus research skills, and a lack of support, satisfaction and feeling of community in the graduate school experience.

These experiences and the lengthy period of time required to access the profession – a Statistics Canada survey showed that Canadian PhD students spend on average nearly six years to get their degree – lead to high attrition rates. Unfortunately, we do not have good data on this.

The context in which our new colleagues operate is quite different from the one many of us started in. The workload has increased in volume and complexity over the past decade, due to post-secondary funding cuts and the non replacement of some academic staff positions, a much higher emphasis on developing a research program and obtaining significant outside funding, and the expectation to serve on various committees.

Indeed, some focus group participants spoke of the long hours required of them – as much as 15-hour days, six and even seven days a week. And while the first year was unanimously described as the most difficult by far, most people surveyed said the first five years were tough, with the sheer demands of work coupled with other simultaneous pressures (financial, family, spouse/partner needs) taking a toll on physical and mental well-being.

Most acknowledged having asked themselves whether the prospect of a professional career was worth sacrificing their personal lives. And life events such as the birth of a child, death or illness of a partner or family member, or the

See CHALLENGES Page A8 ☞

LE MOT DU PRÉSIDENT

Les défis de la nouvelle génération de professeures et professeurs

Par GREG ALLAIN

J'AIMERAIS commencer par vous poser une question. Vous êtes-vous déjà senti « étranger » dans un environnement particulier? Pensez-y bien. Cela vous est peut-être arrivé le jour de votre entrée à l'école élémentaire, ou bien la première fois que vous avez mis les pieds dans un pays en développement, ou encore lors d'une hospitalisation. Il s'agit en fait de l'une des différentes acceptions du concept sociologique d'aliénation qui, résumée dans les termes les plus simples, s'applique à une situation totalement inconnue d'une personne.

Je crains qu'un grand nombre de nos nouveaux collègues ne ressentent à l'heure actuelle un tel sentiment d'aliénation par rapport à leur nouvel environnement de travail. Et alors, pourriez-vous me rétorquer, le milieu universitaire n'est pas tout à fait nouveau pour eux puisqu'ils y ont fait pendant des années leurs études de premier et de deuxième cycles, leurs études doctorales et même postdoctorales, pour bon nombre d'entre eux. Le nouveau cadre de travail ne leur est peut-être pas totalement inconnu, mais la réalité est toute autre selon la perspective dans laquelle on l'aborde.

Après avoir passé plusieurs années à préparer des épreuves et à rédiger des travaux, voilà que vous avez maintenant la responsabilité de préparer des cours, d'élaborer des demandes de subventions et de siéger à divers comités administratifs. Pour bien des nouvelles recrues, cette expérience d'insertion peut paraître presque insurmontable.

Mais très curieusement, à un moment où l'embauche de nouvelles recrues et le renouvellement du corps professoral sont considérés prioritaires dans la plupart des établissements postsecondaires, nous ne savons pas grand-chose des difficultés auxquelles se heurtent nos collègues en début de carrière, mises à part les données empiriques qui témoignent de cette réalité.

Quoi qu'il en soit, une récente étude[1] commandée par la Fédération québécoise des professeures et professeurs d'université (FQPPU) vient jeter un regard intéressant sur la question. L'analyse est conduite à partir des résultats de groupes de discussion auxquels ont participé des recrues en début de carrière (embauchées au cours des six années précédentes) à l'emploi de huit universités différentes au Québec. Les thèmes abordés ont porté sur les modalités d'embauche, l'intégration dans le milieu, la satisfaction au travail, la conciliation travail-famille et les pistes d'action collective possibles.

L'étude explique dans un premier temps comment le problème se situe en partie dans le parcours des études doctorales. Elle dresse

Voir LES DÉFIS à la page A6 ☞

John Stuart Mill & Today's Universities

By ALAN RYAN

MAY 20, 2006 mark[ed] the 200th anniversary of the birth of John Stuart Mill. Quite unimportant to anyone other than myself, it also mark[ed] the 50th anniversary of my first encounter with *On Liberty*. Faced with a school chaplain who thought that Bertrand Russell had nothing to say – "he had four wives" appeared to settle the matter – and a house-master who assured me that Russell was "an old fool," I settled down to consume the more accessible essays of both Russell and his godfather.

Mill would have been a candidate for half a dozen of Charles Clarke's control orders. He favoured the assassination of Napoleon III – "would that the bombs of Orsini had not missed their mark" – he said, which was surely glorifying terrorism. He did not ask the crowd assembled (in defiance of the military sent to stop them) in Hyde Park to demand the passage of the Second Reform Act to disperse, but to consider whether their grievances required a revolution: a pretty clear case of failing to prevent a breach of the peace. And he had the temerity to launch a private prosecution for murder against the Governor of Jamaica – Sir Edward Eyre – with every intention of seeing him hanged for the unlawful execution of rebels against his government. Like Clarke, Governor Eyre knew who was guilty and how they must be dealt with.

It is one of the oddities of British political life that Ruskin, Carlyle and Dickens were cited as inspirations by the founders of the Labour Party and are revered by the Left when they were defenders of slavery, believers in a medieval, hierarchical society and – witness Carlyle's barnstorming essay *Occasional Discourse on the Nigger Question* – rip-roaring racists. Mill is written off as an apologist for capitalism, doubtless because it is easier to read Ruskin's attacks on him than to read *Chapters on Socialism* and discover that Mill believed in workers' co-operatives.

Mill was much invoked over the affair of Frank Ellis (Features, the Times Higher, April 7, 2006). It goes without saying that Leeds University got itself into a mess and that one must hope it took careful advice from its insurers before suspending its lecturer in Russian and Slavonic studies. The more interesting aspect of the case is how badly everyone behaved. Ellis, for instance, believes that what is in *The Bell Curve* is good science, but he has no grounds for thinking so, and is just repeating its authors' claims. *The Bell Curve* is actually less like science than it is like a Victorian junk shop in which every last bit of information that might support the authors' prejudices is indiscriminately piled up. Anything less like the stringent testing of your own favourite hypotheses it would be hard to find.

Ellis's students behaved worse. Their lecturer's views on race and IQ – let alone on the importance of IQ in determining life chances and a good deal else – are pretty much tosh; students with a tolerable degree of self-confidence could have given themselves and him some intellectual exercise by showing what nonsense he takes to be "science." Instead, they declared that because they were "offended" he must be shut up. That, if you have any time for *On Liberty* or for intellectual life in any shape or form, is the sin against the Holy Ghost.

If universities are about anything – it is perhaps a large assumption that they still might be – it is about freeing ourselves from the grip of prejudice. That means learning to distinguish very sharply between being offended by someone's views, being harmed *by* the fact that they hold them and *knowing* how to show that they are false. Of course, people need practice to do it, but they won't even try if they are not told that one thing they can't have is the comfort of shutting up dissenters. And they need to be encouraged to nourish the dissenter within themselves. Dostoevsky once congratulated Alexander Herzen on the way in which his dialogues on politics and philosophy gave Herzen's critics such a strong case: "You are always in danger of defeat." "But isn't that the point?" asked Herzen. It certainly ought to be.

Mill himself anticipated much of this – not to mention Martin Bernal and *Black Athena* – by about 150 years. Responding to Carlyle's nonsense about the intellectual and moral capacities of the recently freed West Indian slaves, Mill wrote: "The earliest known civilisation was a negro civilisation. The original Egyptians are inferred, from the evidence of their sculptures, to have been a negro race: it was from negroes, therefore, that the Greeks learnt their first lessons in civilisation." In any case, as Mill also said, it doesn't matter; whatever our intellectual capacities, the right to be treated decently and on our merits is one we possess as members of the human race – full stop. ■

Alan Ryan is warden of New College, Oxford University.

Reprinted from, with permission of the author, the Times Higher Education Supplement, April 28, 2006.

The views expressed are those of the author and not necessarily CAUT.
Les opinions exprimées sont celles de l'auteur et ne reflètent pas nécessairement la position officielle de l'ACPPU.

Dramatis personae

A conversation takes place between two faculty members sipping coffee at one of the University of Windsor's Brû cafes.

"Things going well with the Shakespeare auditions?" asks a faculty member from the Department of Mathematics & Statistics.

"We've finalized the cast selections for three leading roles," says the Director of the School of Dramatic Art.

"Do I know any of the actors?"

"No, they're all new to the campus, but they're very good."

"How many years has each of them been acting?" the mathematician asks. Knowing the colleague's penchant for math puzzles, the Director decides to play a guessing game.

"The product of their years (without fractions) is 36."

"That narrows it down, but what else can you tell me?"

"The sum of those years matches your office room number."

But it's not quite enough. "Give me one more clue."

The Director is in a playful mood (but of course...) and decides to extend the game by giving the mathematician a seemingly useless clue. "Well for one thing, the one with the most experience prefers dark roast coffee, just like you."

"Eureka!" exclaims the mathematician. What's the answer?

* * * *

You'll find the solution to this brain teaser posted online at www.uwindsor.ca/facultypositions *along with information about how you can join the University of Windsor's diversified and collegial cast of characters. Faculty positions are available in many areas, including* Mathematics *and* Shakespeare & Renaissance Studies, *among others. For career information, you can also contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.*

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NEWS

Une consultation fédérale menée en toute hâte

Le site de consultation du gouvernement fédéral sur les études et la formation postsecondaires a reçu un accueil tiède des intervenants du secteur.

Lancée sans grande publicité en août dernier par Ressources humaines et Développement social Canada, cette consultation demandait aux Canadiens, d'une part, de déterminer quels devraient être, selon eux, le rôle et les priorités du gouvernement fédéral dans ce domaine, d'autre part, de partager leurs commentaires sur les façons de mieux rendre compte des fonds fédéraux accordés. Les résultats de cette consultation doivent servir á documenter en partie la proposition que le ministre des Finances, Jim Flaherty, compte présenter pour rétablir l'« équilibre fiscal ».

Les groupes de pression du secteur de l'éducation se plaignent de ce que le processus de consultation se soit fait trop rapidement pour permettre aux intéressés de débattre sérieusement de l'orientation future de l'enseignement postsecondaire. Ces groupes n'ont eu qu'un délai de trente jours pour faire part de leurs observations.

Le directeur général de l'ACPPU, James Turk, dit avoir de sérieuses réserves sur le processus.

« Nous sommes très déçus de la démarche du gouvernement fédéral », a déclaré M. Turk au *National Post*. « Comment le gouvernement peut-il prétendre mener de la sorte une consultation publique sérieuse sur un sujet aussi capital que l'éducation postsecondaire? Il a lancé le processus en août dernier sans prévenir aucune organisation nationale, et en fixant à 30 jours le délai de présentation des observations. Il y a fort lieu de s'inquiéter des conclusions que les politiciens fédéraux sauront tirer d'un processus aussi maladroit. »

L'ACPPU a exprimé en ligne son point de vue sur le sujet en recommandant le renforcement du rôle d'Ottawa dans le financement de la formation postsecondaire. Mais d'autres groupes, telle l'Association des universités et collèges du Canada (AUCC), ont préféré ne pas prendre part á la consultation en ligne.

Le vice-président de l'AUCC, Robert Best, a précisé que son organisation n'avait pas soumis de commentaires par voie électronique, mais qu'elle comptait bel et bien participer au processus en rédigeant « un rapport à l'intention de Ressources humaines et Développement social Canada, qui serait rendu public ».

À un moment où l'éducation postsecondaire revêt autant d'importance, il est dommage que le gouvernement Harper ait privilégié un processus de consultation aussi inadéquat, déplore M. Turk. ■

English on page A7.

Court Rejects York's Appeal

☞ From PAGE A1

The Supreme Court's action leaves the decision of Ontario's appellate court as the last word on the matter for now. If the case is not settled and goes to trial, York can argue that Marsden is not a public officer and that she did not misuse the powers granted to her under the York University Act (1965) by summarily banning Freeman-Maloy.

In his submission to the Supreme Court, Freeman-Maloy's lawyer Peter Rosenthal pointed out that "it is ironic that President Marsden is using public monies in her attempt to obtain a finding that she does not hold public office so as to prevent a trial on the merits of the claim that she abused her office."

In dismissing York's application for an appeal of the lower court ruling, the Supreme Court also awarded costs against the university. ■

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NEWS ACTUALITÉS

Academic Staff Ready for Hill

REPRESENTATIVES of academic staff associations from coast-to-coast will gather on Parliament Hill in Ottawa Nov. 23 to meet with their members of Parliament as part of CAUT's annual lobby. Teachers, librarians, researchers and other academic professionals will highlight the challenges facing post-secondary institutions and propose ways the federal government can improve access and quality. ■

Version française à la page A7.

CAUT Argues for Raise in Federal PSE Funds

THE federal government needs to make post-secondary education funding a major priority of the next budget, CAUT told the House of Commons Finance Committee last month in Ottawa.

"A renewed federal role in post-secondary education is essential to ensure Canada's universities and colleges can fulfill their mandate to promote the economic, social and cultural development of citizens, communities, regions and of the nation as a whole," CAUT executive director James Turk told the committee. "Unfortunately, the chronic underfunding of Canada's post-secondary education system is undermining our ability to reap these benefits."

Turk noted that underfunding and funding cutbacks have led to "skyrocketing" tuition fees and student debt.

"In addition, the number of full-time university teachers is less than it was a decade ago, while the number of full-time students rose 26 per cent over the same period. And due to limited financial resources, the infrastructure of universities nationwide is in serious disrepair."

He also said that faced with less public funding, universities and colleges are turning to private sector support, which is increasingly threatening the integrity of research and academic freedom.

In its brief to the committee, CAUT urged the government to focus on three main priorities for post-secondary education: 1) improving federal support for post-secondary education through a new dedicated and accountable federal cash transfer that provides the provinces with stable and predictable funding; 2) improving accessibility and reducing student debt; and 3) increasing investments in independent basic research.

"The federal government has played a decisive role in funding post-secondary education since the 1950s, when inconsistent and low levels of provincial funding for post-secondary education made it clear there had to be a federal and provincial role," the CAUT brief says.

"Today, without the federal government and the provinces working together to ensure post-secondary education becomes a national priority, and without the federal government revitalizing its commitment, Canada's universities and colleges are in serious jeopardy. The time for leadership and action is now." ■

Version française à la page A6.

Academic Staff at Sainte-Anne OK Strike

ACADEMIC staff at Université Sainte-Anne in Nova Scotia voted overwhelmingly last month to authorize a strike.

Members of the academic staff association voted 98 per cent in favour of taking strike action to back up their union's bargaining team.

The union said its members are angry over negotiations that started two years ago for a contract that expired June 2004.

"The vote reflects the level of dissatisfaction with the employer's unwillingness to engage us in a dialogue on the substantive issues," union president and chief negotiator Bryan Empson said. "We're disappointed with the way the university is handling the negotiations. We've had more than 30 bargaining sessions, but little progress has been made."

The union has applied for conciliation, and is awaiting word on the provision of French language conciliation services.

"Our members have given their negotiating team a strong mandate and we're hopeful we will move through conciliation," Empson said. "We hope the next step is a contract and not a strike. I don't think anyone wants to see a disruption in the education process, but if a satisfactory settlement can't be reached, picket lines will go up at an appropriate time."

Université Sainte-Anne

Academic staff at Sainte-Anne, a francophone university serving the province's Acadian communities, are the lowest paid in the country and teach the highest number of courses.

Empson said a recent government-led merger with Collège l'Acadie, a community college with a similar mandate, has led to some of the unresolved issues in bargaining. ■

Version française à la page A7.

Mise en garde de l'OCDE contre la stagnation des inscriptions

Si parmi tous les pays développés le Canada enregistre à l'heure actuelle le plus grand nombre de personnes ayant atteint un niveau de formation postsecondaire, il pourrait être bientôt déclassé, met en garde un nouveau rapport de l'OCDE, en raison de l'évolution stagnante des taux d'inscription relevés ces dix dernières années.

Dans le rapport intitulé *Regards sur l'éducation : Les indicateurs de l'OCDE, Édition 2006* qu'elle a publié le mois dernier, l'Organisation de coopération et de développement économiques constate que 53 % des Canadiens âgés de 25 à 34 ans détiennent un diplôme universitaire ou collégiale, ce chiffre s'élevant bien au-dessus de la moyenne de 31 % observée dans les pays membres de l'OCDE.

Le rapport prévient toutefois que la croissance interrompue de la demande d'enseignement postsecondaire au Canada contraste vivement avec la tendance observée partout ailleurs et semblant indiquer que les autres pays sont en voie de combler leur retard.

En valeur absolue, le Canada a enregistré la plus faible hausse du taux d'inscription de tous les pays de l'OCDE, le nombre d'étudiants inscrits à l'université et au collège en 2002 n'ayant augmenté que de 4 % par rapport à 1995, comparativement à une augmentation moyenne de 49 % dans les pays de l'OCDE.

« Le fait que les taux d'inscription aient à peine augmenté par rapport à 1995 laisse supposer que la demande de diplômés du tertiaire est statique au Canada », souligne l'OCDE.

Pour le président de l'ACPPU, Greg Allain, ce n'est pas un hasard si les taux d'inscription ont cessé de progresser au cours de la même période où les frais des scolarité ont augmenté de façon spectaculaire. « Les droits de scolarité moyens au premier cycle ont grimpé de près de 60 % entre 1995 et 2002 », explique-t-il.

En raison du coût élevé des frais de scolarité, le Canada se situe bien au-dessus de la moyenne des pays de l'OCDE du point de vue de la part des ressources privées consacrées à l'enseignement postsecondaire. Près de 44 % des ressources totales investies dans les universités et les collèges au Canada proviennent de sources privées, ce qui représente presque le double de la moyenne de 23,6 % des pays de l'OCDE. Seuls la Corée, le Japon et les États-Unis se situent au-dessus de la moyenne.

« Le coût élevé des frais de scolarité explique également le fait que les étudiants au Canada accusent le deuxième niveau d'endettement le plus élevé de tous les pays de l'OCDE, après seulement les États-Unis », fait valoir M. Allain. ■

English on page A7.

Shaky Logic Undermines Critique

☞ From PAGE A10

What we *can* safely conclude is that our failure to draw an inference to government conspiracy and cover-up is not necessarily a sign of intellectual impairment.

Nietzsche once said, speaking of priests, that it would be easier to believe in the possibility of redemption if they looked more redeemed. The corollary of the view that everything has changed for the worse is the belief in an Age of Giants. Both are permanent temptations of the human imagination. I would like to believe that Larsen's is a voice from an Age of Giants, the time before it all started going wrong, but to be convinced of that I would need him to have provided a better display of critical thinking than he as given us in *Nation*. ■

Richard Maundrell is a faculty member in the philosophy department at Lakehead University.

Bias & Discrimination Saddle Women's Advancement

BIAS and discrimination, and not innate ability, are the reasons why female academics are underrepresented in many fields of science and engineering, according to a report issued last month by the National Academies in the United States.

In their 364-page report, called Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering, the authors noted that while women make up an increasing proportion of science and engineering majors at all institutions, they continue to form just a small share of the faculty at America's research universities.

Women, the report adds, are underrepresented in top positions in the academy due to "unintentional biases and outmoded institutional structures that are hindering the access and advancement of women."

The authors categorically reject the view that the gender gap is the result of innate differences in ability between the sexes. This argument, voiced most prominently by former Harvard president Lawrence Summers, was echoed last month by University of Western Ontario psychologist Philippe Rushton, who suggested the "glass ceiling" phenomenon is due to inferior intelligence rather than discrimination.

A key finding in the report noted that "studies have not found any significant biological differences between men and women in performing science and mathematics that can account for the lower representation of women in academic faculty and leadership positions in science and technology fields."

Most likely factors that work against women in these fields, the report said, include workplace environments that are biased against women, the questioning of women's commitment to an academic career, and a salary and promotion system that is purportedly based on merit, but in fact rewards characteristics such as "assertiveness" that may be viewed as socially unacceptable traits for women but suitable for men.

The report calls for university administrators to take the lead in recruiting, retaining and promoting women into faculty and leadership positions and for federal funding agencies and professional societies to ensure their rules support the participation of women. ■

The report is available for purchase from the National Academies Press, or can be read online for free at www.nap.edu/catalog/11741.html.

Version française à la page A7.

NEWS ACTUALITÉS

Ottawa appelé à accroître son soutien financier

Le gouvernement fédéral doit faire en sorte que l'enseignement postsecondaire devienne une haute priorité au sein du prochain budget fédéral. Voilà en quelque sorte le message que les représentants de l'ACPPU ont transmis, le mois dernier, lors de leur comparution devant le Comité des finances de la Chambre des communes à Ottawa.

« Pour que les universités et les collèges canadiens puissent remplir leur mandat d'encourager le développement économique, social et culturel des citoyens; des collectivités, des régions et de l'ensemble du pays, le gouvernement doit renouveler son rôle dans l'enseignement postsecondaire », a déclaré le directeur général de l'ACPPU, James Turk, devant le comité. « Malheureusement, le sous-financement chronique du système d'enseignement postsecondaire au Canada est en voie de compromettre sérieusement notre capacité de tirer profit de ces avantages. »

Et M. Turk de souligner les conséquences du sous-financement et des coupes sombres : la hausse dramatique des droits de scolarité et l'alourdissement important des dettes d'études.

« De plus, le nombre de professeures et professeurs d'université à plein temps a diminué au cours des dix dernières années pendant que le nombre d'étudiantes et étudiants a grimpé de 26 %. Et à cause de la disponibilité restreinte des ressources financières, l'infrastructure des universités dans l'ensemble du pays est en très mauvais état. »

Disposant de moins de fonds publics, les universités et les collèges se tournent davantage vers le secteur privé, ce qui menace de plus en plus l'intégrité de la recherche et de la liberté académique, a ajouté M. Turk.

Dans sa déclaration au comité, l'ACPPU signale au gouvernement les trois grandes priorités à privilégier dans le domaine de l'enseignement postsecondaire : 1) accroître le soutien fédéral aux programmes de formation postsecondaire par la création d'un nouveau transfert de fonds fédéraux réservés à l'enseignement postsecondaire et assortis d'une obligation de rendre compte, qui assurerait aux provinces des ressources financières stables et prévisibles; 2) faciliter l'accès aux études et réduire l'endettement étudiant; 3) accroître les investissements dans la recherche fondamentale indépendante.

« Le gouvernement fédéral joue un rôle décisif dans le financement de l'enseignement postsecondaire depuis les années 1950, soit depuis qu'il est apparu évident, compte tenu des niveaux inconséquents et bien souvent faibles du financement de l'enseignement postsecondaire par les gouvernements provinciaux, que les deux paliers de gouvernement devaient jouer un rôle dans ce secteur », constate l'ACPPU dans sa déclaration.

« Aujourd'hui, si le gouvernement fédéral et les provinces ne contribuent pas ensemble à faire de l'enseignement postsecondaire une priorité nationale absolue, et si le gouvernement fédéral ne donne pas une nouvelle impulsion à son engagement, les universités et les collèges du Canada pourraient être gravement menacés. Il est temps de faire preuve de leadership et d'intervenir. » ■

English on page A5.

Un nouvel agent professionnel se joint à l'ACPPU

Marcus Harvey est entré en fonctions à l'ACPPU en août dernier à titre d'agent professionnel. Il sera ainsi chargé d'aider le directeur général à traiter les dossiers touchant à la liberté académique, sera responsable des politiques, fournira des conseils aux associations locales et aidera celles-ci dans leurs activités de syndicalisation. Auparavant, M. Harvey dirigeait le bureau de l'Ouest de l'American Association of University Professors à Berkeley, en Californie. Il détient un baccalauréat de l'Université de Western Ontario, une maîtrise de l'Université Queen's ainsi qu'un doctorat en histoire américaine de l'Université de la Floride où il a occupé le poste de vice-président à la négociation de la United Faculty of Florida – le syndicat représentant le personnel académique des universités et collèges publics de l'ensemble de cet État. ■

English on page A7.

La Cour suprême rejette l'appel de l'Université York

☞ Suite de la PAGE A1

nant d'énormes pouvoirs aux recteurs et aux conseils d'administration – des pouvoirs qui, dans le contexte du milieu universitaire, sont comparables à ceux que brandissait la Couronne au 18e siècle lorsque la notion d'"action fautive dans des fonctions officielles" a été introduite pour la première fois. »

Tout comme il est du devoir des citoyens de veiller à empêcher que l'État ne fasse usage de ces pouvoirs pour outrepasser son autorité et ses compétences, fait observer M. Allain, une telle mesure de contrôle s'impose maintenant à l'endroit des instances dirigeantes des universités afin de protéger la liberté académique, qui peut être menacée autant de l'intérieur que de l'extérieur des institutions.

Dans leur argumentation, les avocats de l'université font valoir que Mme Marsden n'occupe pas une charge publique et qu'elle n'est tenue d'aucun devoir public, et que les universités sont apparentées à bon nombre d'institutions privées non gouvernementales établies par une loi et administrées par des dirigeants qui puisent leurs pouvoirs, fonctions et responsabilités dans cette loi constitutive. Ces avocats soutiennent donc qu'il n'est pas approprié d'étendre le délit d'action fautive dans des fonctions officielles aux titulaires d'une charge créée par une loi, tels que les recteurs d'université.

Dans sa décision que l'Université York souhaitait contester en appel devant la Cour suprême, la Cour d'appel de l'Ontario s'explique ainsi : « S'il est vrai que la rectrice de l'université n'est pas assujettie au contrôle gouvernemental, elle n'en demeure pas moins, pour d'autres aspects, soumise au régime du droit public. Les mesures disciplinaires qu'elle a imposées à l'appelant relèvent essentiellement de son pouvoir de décision conféré par la loi, et, dans ce sens, sa décision était exposée à une révision judiciaire… La demande [de M. Freeman-Maloy] doit suivre son cours devant les tribunaux de sorte qu'elle puisse être examinée en détail sur le fondement d'une preuve contextuelle et à la lumière des autres réclamations de l'appelant. » (traduction libre)

La Cour suprême a aussi mis les dépens à la charge de l'Université York.

C'est donc la décision de la Cour d'appel de l'Ontario, ainsi maintenue par la Cour suprême, qui aura tranché la question pour l'instant. Si, en l'absence d'une entente, l'affaire doit se poursuivre devant les tribunaux, l'Université York peut toujours avancer que Mme Marsden n'occupe pas une charge publique et que, en décidant sommairement d'interdire l'accès du campus à M. Freeman-Maloy, elle n'a pas abusé des pouvoirs que lui confère la loi constitutive de l'Université York de 1965.

Dans sa plaidoirie devant la Cour suprême, l'avocat de M. Freeman-Maloy, Me Peter Rosenthal, a signalé qu'il était « ironique que la rectrice Marsden ait recours aux deniers publics pour essayer d'établir qu'elle n'est pas titulaire d'une charge publique, de sorte à empêcher que ne soit débattu en cour le bien-fondé de l'allégation d'abus de ses fonctions officielles ».

En plus de rejeter l'appel de l'Université York, la Cour suprême du Canada a mis les dépens à la charge de celle-ci. ■

Les défis de la nouvelle génération de professeures et professeurs

☞ Suite de la PAGE A3

également la liste des difficultés d'intégration des candidats au doctorat que d'autres recherches ont recensées : les sentiments d'isolement et de combat, l'interprétation des messages souvent contradictoires sur l'importance à accorder au développement des compétences en enseignement et en recherche, ainsi que le manque de soutien, l'insatisfaction et l'absence d'esprit de communauté intellectuelle éprouvés à l'intérieur du processus de préparation à la carrière professorale.

Ces raisons conjuguées au très long parcours des études doctorales – une enquête de Statistique Canada constate que les étudiants canadiens inscrits au doctorat mettent en moyenne près de six ans pour obtenir leur diplôme – entraînent un haut taux d'abandon des doctorants. Malheureusement, nous ne disposons pas de données complètes à ce sujet.

Le contexte de travail dans lequel nos nouveaux collègues évoluent diffèrent passablement de celui où bon nombre d'entre nous ont amorcé leur carrière professorale. Le volume de travail et la complexité des tâches n'ont cessé de s'accroître ces dix dernières années en conséquence de plusieurs facteurs : la compression des budgets de l'éducation postsecondaire, la suppression de postes au sein du personnel académique, la priorité absolue accordée à la mise sur pied d'un programme de recherche financé en grande partie de l'extérieur, ainsi que la participation attendue à divers comités administratifs.

Parmi les témoignages entendus dans le cadre des groupes de discussion, il a été question des longues heures de travail exigées de l'effectif professoral – jusqu'à 15 heures par jour, six voire sept jours sur sept. Si tous les participants s'entendent pour dire que la première année est de loin la plus difficile, la plupart d'entre eux considèrent les cinq premières années comme la période de leur carrière la plus pénible où les exigences véritables de l'emploi combinées avec les autres pressions simultanées (finances, famille, besoins particuliers du conjoint ou de la conjointe) mettent sérieusement à l'épreuve leur bien-être physique et mental.

La plupart des participants avouent s'être demandés s'il valait la peine de sacrifier leur vie personnelle pour réussir leur vie professionnelle. Et puis c'est sans compter les événements de la vie quotidienne, comme la naissance d'un enfant, le décès ou la maladie d'un conjoint ou d'un membre de la famille, ou encore une rupture conjugale, qui peuvent venir exacerber les sources de stress. Mais quelles que soient les difficultés rencontrées, les recrues en début de carrière estiment qu'elles n'ont guère le choix. Le message qui leur est transmis semble clair : « ou bien elles s'acquitteront de leurs tâches, ou bien elles devront partir ». Que cela leur plaise ou non, elles sont vouées à devenir des bourreaux de travail.

S'ajoute également à ces pressions la confusion ressentie face aux critères d'évaluation en vue de la permanence et des possibilités de promotion. Dans de nombreux cas, les recrues travaillent d'arrache-pied pour satisfaire aux exigences qu'elles attribuent à leur département, et découvrir finalement, le moment de l'évaluation venu, que les critères établis à l'origine sont soumis à une interprétation différente ou que leur nombre a augmenté dans l'intervalle. Les professeurs en début de carrière sont tenus également d'élaborer des cours qui n'entrent pas dans leur domaine de spécialisation et de dispenser des cours d'introduction à des effectifs de classe élevés ou des cours obligatoires difficiles qu'aucun autre professeur ne veut donner.

De même, les recrues sont sollicitées tous azimuts pour faire partie des différents comités en remplacement des membres plus anciens du corps professoral qui estiment avoir fait leur part.

Il n'est guère étonnant, comme le souligne l'étude de la FQPPU, que les recrues soient si nombreuses à dénoncer le décalage entre les « nouveaux » et les « anciens » professeurs au sein des départements d'embauche. L'individualisme généralisé, la très faible collégialité, le défi de maîtriser la culture organisationnelle de l'unité d'appartenance (pour emprunter une autre notion à la sociologie), ainsi que l'absence générale de reconnaissance de la part des collègues pour la qualité du travail accompli sont les principaux problèmes auxquels sont confrontés les nouveaux membres du corps professoral.

Les conséquences de l'ensemble de ces pressions sur les nouveaux professeurs sont facilement prévisibles. Aux prises avec le stress et un sentiment d'isolement, ils doivent en plus basculer en « mode de survie » ou encore vivre des épisodes d'épuisement professionnel, et même – bien plus souvent que nous le pensons – abandonner complètement la profession.

L'étude de la FQPPU constate à partir des données d'une autre enquête menée à la grandeur du Québec que 29 % en moyenne des recrues embauchées entre 1998 et 2003 ont quitté le milieu universitaire, soit un taux de déperdition d'environ 10 % après un an et de plus de 30 % après cinq ans. De telles statistiques sont alarmantes dans toutes les circonstances, mais elle le sont d'autant plus dans le contexte global du renouvellement du corps professoral. Les établissements d'enseignement doivent prendre conscience de la futilité possible du recrutement et du renouvellement s'ils n'abordent pas au préalable le problème de rétention.

Cette étude dresse-t-elle le portrait d'une situation « unique au Québec »? Vue sous l'angle de nos milieux universitaires respectifs, ce portrait ne dépeint-il pas quelque chose de très familier? Je serais prêt à parier que les constatations de la FQPPU sur les universités québécoises concernent l'ensemble des établissements postsecondaires au pays. Il pourrait être utile que ces institutions sondent leurs propres recrues, dans le cadre d'enquêtes ou de groupes de discussion, afin de connaître leurs opinions sur le milieu académique en général. Et si un tel exercice devait mettre en lumière le même phénomène sur toute la ligne, quelle démarche devrions-nous adopter?

Je vous invite à lire la suite de mon propos à ce sujet dans l'édition du mois prochain. ■

1. Nathalie Dyke, *Renouvellement du corps professoral dans les universités au Québec : Profil et expérience d'insertion des recrues en début de carrière*, FQPPU, 2006 (www.fqppu.org/pdf/corps_professoral/Profiletexperiencedinsertiondesrecrues.pdf).

NEWS ACTUALITÉS

Rushed Process Sidelines Federal Consultations

A FEDERAL government sponsored online consultation on post-secondary education is receiving a tepid response from stakeholders.

Announced with little fanfare in August, Human Resources and Social Development Canada undertook the initiative to ask Canadians about the appropriate role and priorities of the federal government in the field, and about ensuring greater accountability for how federal dollars are being spent. The consultation is intended to inform part of Finance Minister Jim Flaherty's forthcoming proposal on restoring "fiscal balance."

Education lobby groups complain the process was too rushed to allow for any meaningful debate about future directions for post-secondary education. Groups were given only 30 days notice to prepare a submission.

CAUT executive director James Turk says he has serious reservations about the process.

"We're very disappointed about what the federal government has done," he told the National Post. "It's claimed to have launched a consultation on the very important subject of post-secondary education. It launched it in August, without any notification of any of the national organizations, and with a 30-day timetable. This is not how any serious consultation is done and we're concerned about any conclusions federal politicians will draw from such an inadequate process."

CAUT filed an electronic submission in which it recommended a stronger funding role for Ottawa, but other groups, such as the Association of University and Colleges of Canada, chose not to take part in the online consultations.

AUCC vice-president Robert Best said although his organization didn't file an electronic brief, it will be participating in the process through "a written report that we will deliver to Human Resources and Social Development Canada and make available to the public."

At a time when post-secondary educational issues are so important it is vital that the federal government undertake a full and proper consultation, said Turk. ■

Version française à la page A4.

Lobbying sur la Colline

DANS le cadre de la Journée annuelle de lobbying organisée par l'ACPPU, les représentants d'associations de personnel académique provenant de tous les coins du pays se rassembleront sur la Colline du Parlement, à Ottawa, le 23 novembre prochain, pour y rencontrer leurs députés fédéraux. Les lobbyistes occuperont leur journée à sensibiliser les parlementaires aux défis auxquels sont confrontés les établissements postsecondaires et à leur proposer des solutions que le gouvernement fédéral pourrait adopter pour améliorer la qualité de l'enseignement postsecondaire et favoriser l'accès aux études supérieures. ■

English on page A5.

High Tuition, Static Enrolment

CANADA has the highest level of post-secondary education attainment in the developed world, but a new report warns it will soon be overtaken by other countries because of stagnant growth in the enrolment rate over the past decade.

Education at a Glance 2006, released last month by the Organization for Economic Cooperation and Development, says that 53 per cent of Canadians aged 25 to 34 hold a university degree or college diploma, well above the average of 31 per cent for OECD member countries.

However, the report warns that the growth in demand for post-secondary education has "halted in Canada in stark contrast with the trend everywhere else, suggesting that other countries are catching up."

In absolute terms, Canada experienced the lowest increase in enrolments of all OECD countries, with only 4 per cent more university and college students in 2002 than in 1995, compared to a 49 per cent increase in the OECD on average.

"Enrolments rates have barely increased compared to 1995, suggesting that the demand for tertiary qualifications is static in Canada," the OECD noted.

PSE Spending from All Private Sources

OECD Country	Percent
Korea	76.8
Japan	60.3
United States	57.2
Australia	52.0
Canada	43.6
New Zealand	38.5
Poland	31.0
Mexico	30.9
United Kingdom	29.8
Italy	27.9
Spain	23.1
Hungary	21.5
Netherlands	21.4
France	18.7
Czech Republic	16.7
Ireland	16.2
Slovak Republic	13.8
Belgium	13.3
Germany	12.9
Iceland	11.3
Sweden	11.0
Portugal	8.5
Austria	7.3
Turkey	4.8
Finland	3.6
Denmark	3.3
Norway	3.3
Greece	2.6
OECD Average	23.6

CAUT president Greg Allain says it is no coincidence enrolment rates leveled off over the same period that tuition fees skyrocketed.

"Between 1995 and 2002, average university undergraduate tuition fees rose by nearly 60 per cent," he said.

These higher tuition fees rank Canada well above the OECD average in terms of the share of spending on post-secondary education coming from private sources. Almost 44 per cent of all spending on universities and colleges in Canada is privately funded, and almost double the OECD average of 23.6 per cent. Only Korea, Japan, the United States and Australia rank higher.

"High tuition fees also account for the fact that students in Canada report the second highest levels of debt of all OECD countries, behind only the United States," Allain said. ■

The OECD's 454-page report is available for upload at www.sourceoecd.org/upload/9606061e.pdf.

Table Source: Education at a Glance: OECD Indicators 2006; 220.

Version française à la page A5.

Menace de grève à l'Université Sainte-Anne

LE mois dernier, les membres du personnel académique de l'Université Sainte-Anne en Nouvelle-Écosse se sont prononcés à 98 % en faveur d'un mandat de grève en appui à leur équipe de négociation.

Le syndicat explique que ses membres, sans entente collective depuis la fin juin 2004, sont furieux devant la lenteur des négociations qui piétinent depuis deux ans.

« Les résultats du vote traduisent le degré d'insatisfaction du personnel face au refus de leur employeur d'engager un dialogue sur les questions de fond », a déclaré le président du syndicat et négociateur en chef, Bryan Empson. « Nous sommes déçus de la façon dont l'université mène les négociations. Peu de progrès ont été réalisés après plus de 30 séances de négociation. »

Le syndicat, qui a demandé l'aide d'un conciliateur, attend qu'on lui confirme s'il pourra bénéficier de services de conciliation en français.

« Nos membres ont donné un mandat fort et clair à leur l'équipe de négociation, et nous avons bon espoir de franchir avec succès l'étape de la conciliation par la conclusion d'une entente », a mentionné M. Empson. « Personne, à mon sens, ne souhaite perturber le déroulement de la session en cours, mais, s'il devient impossible d'atteindre un règlement satisfaisant, il y aura lieu de dresser des lignes de piquetage au moment utile. »

Les membres du personnel académique de cet établissement francophone, qui dessert les communautés acadiennes de la province, sont les plus mal payés au pays de tous leurs collègues des autres universités, et sont tenus de dispenser le plus grand nombre de cours.

Une partie des questions litigieuses dans les négociations émanent de la récente fusion de l'Université Sainte-Anne et du Collège l'Acadie, organisée à l'initiative du gouvernement provincial, a confié M. Empson. ■

English on page A5.

Préjugés et discrimination gênent l'avancement des femmes universitaires, selon un rapport américain

LES femmes universitaires sont sous-représentées dans bon nombre de disciplines des sciences et du génie à cause des préjugés et de la discrimination dont elles sont victimes, et non pas parce qu'elles sont dépourvues de la capacité innée à faire carrière dans ces domaines. Voilà l'une des conclusions principales qui émergent d'un rapport d'étude publié le mois dernier par la National Academies aux États-Unies.

Dans leur rapport de 364 pages intitulé *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, les auteurs notent que, si les femmes représentent un segment croissant des étudiants de majeure en sciences et en génie dans l'ensemble des établissements d'enseignement, elles n'occupent toujours qu'un nombre infime des postes de professeurs dans les universités de recherche américaines.

Les femmes, ajoute le rapport, sont sous-représentées dans les rangs supérieurs du secteur de l'enseignement postsecondaire à cause « des préjugés non délibérés et des structures institutionnelles désuètes qui entravent l'accès des femmes à ces postes et leur avancement professionnel ».

Les auteurs rejettent catégoriquement l'idée que le fossé des sexes soit la conséquence des différences d'aptitude innées entre hommes et femmes. Cet argument largement véhiculé par l'ancien recteur de l'Université Harvard, Lawrence Summers, a été repris le mois dernier par un psychologue de l'Université de Western Ontario, Philippe Rushton, qui attribue le « plafonnement voilé » à une infériorité d'intelligence plutôt qu'à la discrimination.

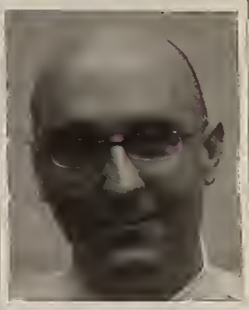
Le rapport révèle notamment que « les études réalisées jusqu'à présent n'ont relevé dans les manières respectives dont les hommes et les femmes pratiquent les sciences et les mathématiques aucune différence biologique notable qui puisse expliquer la faible représentation des femmes tant au sein du corps professoral des universités qu'au sein des instances dirigeantes dans les disciplines des sciences et de la technologie ».

Parmi les facteurs les plus susceptibles de nuire à l'avancement des femmes dans ces disciplines figurent, selon le rapport, les environnements de travail qui alimentent un parti pris contre les femmes, la remise en question de l'engagement des femmes à l'égard de la carrière universitaire, ainsi qu'un système de rémunération et de promotion prétendument axé sur le mérite mais destiné en fait à récompenser des critères qui, telle l'« affirmation de soi », peuvent être considérés comme étant socialement acceptables pour l'homme mais non pas pour la femme.

Les auteurs du rapport appellent les dirigeants des universités à prendre la tête des efforts en vue de recruter des professeures, de les maintenir en poste et de promouvoir leur avancement, et demandent aux organismes subventionnaires fédéraux et aux corporations professionnelles de s'assurer que leurs règles soutiennent la participation des femmes. ■

English on page A5.

Marcus Harvey Joins CAUT



MARCUS Harvey joined the staff of CAUT in August as a professional officer. His work for CAUT will include assisting the executive director with academic freedom cases, serving as a policy officer, providing advice to local associations and helping with local organizing efforts. Prior to joining CAUT, Marcus was in charge of the western district office of the American Association of University Professors. He holds a BA from the University of Western Ontario, an MA from Queen's University and a PhD in American History from the University of Florida where he served as a vice-president for bargaining of the United Faculty of Florida, the statewide union representing academic staff at Florida's public universities and colleges. ■

Version française à la page A6.

Publication du rapport Hogan

– FILE PHOTO –

Eileen Hogan

EN août 2002, Eileen Hogan, professeure agrégée à l'école de nutrition et de diététique de l'Université Acadia, a présenté une demande de titularisation qui a été rejetée. Craignant que la procédure appliquée ait pu être entachée d'irrégularités, l'ACPPU a été invitée à intervenir pour régler le dossier. Devant l'échec de sa démarche, l'association a décidé de confier à un comité spécial le mandat d'enquêter sur la question et de déposer ses conclusions. Ce comité était formé de Patricia Baker, professeure agrégée de sociologie et d'anthropologie à l'Université Mount Saint Vincent, et de Gayle MacDonald, professeure de sociologie à l'Université St. Thomas. Le rapport des deux professeures [en anglais seulement] est reproduit dans le présent numéro du *Bulletin*, à la suite de la page B9. ■

English on page A1.

NEWS ACTUALITÉS

Challenges Facing New Academics

From PAGE A3

breakup of a relationship, can impact these tensions. But new hires feel they don't really have a choice – the underlying message of the workplace seems to be "perform or else." Whether they like it or not, they must be workaholics.

Adding to this pressure is confusion over what the evaluation criteria are for tenure and promotion. Many new hires work feverishly to reach the perceived expectations of their academic unit only to discover, come evaluation time, that the criteria are in fact understood differently or that there are additional ones. Teaching duties include not only preparing courses outside of one's areas of specialization, but also teaching large introductory classes or difficult compulsory courses no one else wants.

Also, rather high expectations often abound as to the active involvement in different committees, which more senior academic staff are vacating, feeling they have done their share.

Not surprisingly, according to the FQPPU study, many new hires feel there is a great divide between "juniors" and "seniors" within academic units. Widespread individualism, lack of collegiality and the challenge of penetrating an academic unit's organizational culture (to borrow another sociological notion) as well as a general lack of recognition by colleagues for the efforts put into the job, are key problems faced by junior academic staff.

The consequences of all these pressures are easy to predict. In addition to stress and alienation, new colleagues are living in "survival mode," or burning out, and more than we think leave the profession altogether.

According to the FQPPU report, based on secondary analysis of a province-wide survey, in Quebec, an average of 29 per cent of new university academic staff hired between 1998 and 2003 quit the academic workplace. This represents an attrition rate of about 10 per cent after one year, and more than 30 per cent after five. These are alarming statistics in any context, but all the more so given the overall challenge of academic staff renewal. Institutions must realize that recruitment and renewal may prove futile if issues of retention are not addressed.

Is this a case of "only in Quebec"? If we think about our respective academic milieux, doesn't all this sound terribly familiar? I'd be willing to wager the FQPPU findings for Quebec universities are typical of the situation throughout post-secondary institutions across the country. Institutions may want to collect feedback from their own new hires, through surveys or focus groups, for their insights on the academic environment generally. And, if it's generally shown to be the pattern across the board, what should we do about it?

I'll have more to say on this next month, so stay tuned. ■

1. Nathalie Dyke. « Le renouvellement du corps professoral dans les universités au Québec : Profil et expérience d'insertion des recrues en début de carrière », *FQPPU 2006*, www.fqppu.org/pdf/corps_professoral/Profiletexperienceinsertiondesrecrues.pdf.

Paul Smith Receives CAUT Award

PAUL Smith, a PhD candidate at Carleton University in the National Wildlife Research Centre, is the recipient of the 2006–2007 J.H. Stewart Reid Memorial Fellowship.

The fellowship is given annually by CAUT to a student with high academic standing registered in a doctoral program at a Canadian university.

Smith, an arctic ecologist, has spent the past seven years working on projects throughout the north, from the Central Barrens of Canada to the Siberian High Arctic. His current research focuses on the breeding ecology of arctic shorebirds.

"Up to 80 per cent of shorebird populations are declining, but the cause for these widespread declines is unknown," Smith said of his research. "By studying the factors that influence shorebird breeding success, I hope to contribute to the conservation of these important and declining populations."

Carleton PhD student Paul Smith

Smith received a bachelor's degree in biology and environmental science from Trent University and a master's degree in zoology from the University of British Columbia. His research is funded by the Canadian Wildlife Service, Canada's bird conservation authority, and it is through this affiliation that he arrived at the CWS National Wildlife Research Centre at Carleton University in Ottawa.

Smith, a recipient of more than 25 scholarships for his research, including an NSERC Canada Graduate Scholarship for 2004–2006, says he's "passionate" about the conservation of arctic wildlife and plays an active role in a number of national and international technical committees.

Smith said he wants to instill learning and spark interest in conservation and change the way the public perceives the arctic environment. He is a firm believer in the value of science outreach and regularly delivers public lectures on arctic ecology and conservation.

The fellowship, a $5,000 grant awarded over one year, is given by CAUT to honour the life and work of the association's first executive secretary. A three-member panel of trustees selected this year's winner from a competitive field of applicants from across the country. ■

Paul Smith est lauréat de la bourse Stewart Reid

LA bourse commémorative J.H. Stewart Reid de 2006–2007 est décernée à Paul Smith, doctorant à l'Université Carleton en séjour de recherche au Centre national de la recherche faunique.

L'ACPPU octroie ce prix tous les ans à un étudiant ou une étudiante inscrit à un programme de doctorat dans une université canadienne.

Écologiste de l'Arctique, M. Smith a consacré les sept dernières années à la réalisation de projets dans le Grand Nord, de la toundra central du Canada jusqu'à l'Extrême-Arctique sibérien. Il concentre ses recherches actuelles sur l'écologie de la reproduction des oiseaux de rivage de l'Arctique.

« Près de 80 % des populations des oiseaux de rivage sont en déclin, et les causes demeurent inconnues », explique M. Smith. « Par l'étude des facteurs qui favorisent la reproduction des oiseaux de rivage, j'espère pouvoir contribuer à la préservation de ces importantes populations en déclin »

M. Smith détient un baccalauréat en biologie et en science de l'environnement de l'Université Trent ainsi qu'une maîtrise en zoologie de l'Université de la Colombie-Britannique. Ses recherches sont financées par le Service canadien de la faune (SCF), l'organisme canadien responsable de la protection des oiseaux, et c'est grâce à cette affiliation qu'il en est venu à collaborer aux travaux du Centre national de la recherche faunique du SCF, à l'Université Carleton.

Lauréat de plus de 25 bourses de recherche, notamment dans le cadre du programme de Bourses d'études supérieures du Canada pour 2004-2006, M. Smith se dit « passionné » par la préservation de la faune arctique. Il joue un rôle actif au sein de divers comités techniques nationaux et internationaux. Il croit sincèrement en la valeur du rayonnement de la science et prononce régulièrement des conférences publiques sur l'écologie et la protection de l'Arctique.

La bourse d'un an de 5 000 $ est offerte par l'ACPPU dans le but de rappeler la mémoire et les réalisations du premier secrétaire général de l'Association. ■

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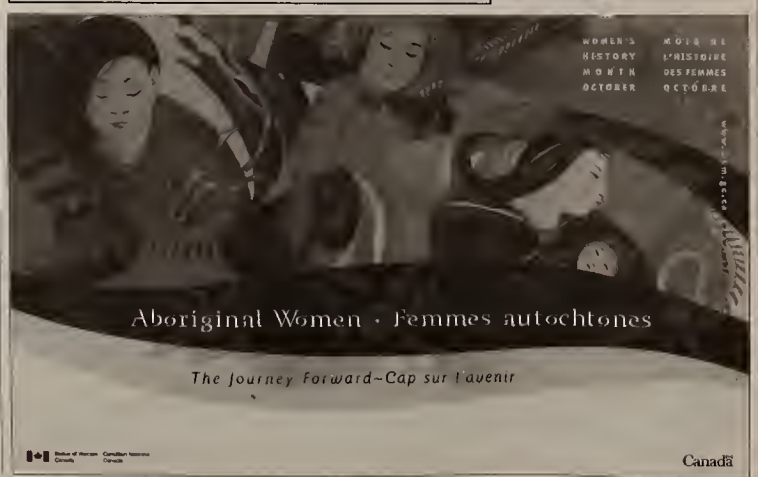

NEWS ACTUALITÉS

L'ACPPU crée une base de données sur les maladies liées à l'amiante

De plus en plus préoccupée par les cas de maladies liées à l'amiante chez les employés de longue date des universités et des collèges canadiens, l'ACPPU a entrepris de mettre en place une base de données nationale sur les maladies professionnelles liées à l'amiante. Ce projet vise à compiler les données utiles qui permettront non seulement de circonscrire l'étendue de ces maladies parmi les membres du corps professoral et du personnel en général, mais aussi de contribuer à leur prévention et à leur traitement médical.

« Les produits de l'amiante ont été utilisés pendant longtemps dans les installations des universités et des collèges », rappelle Laura Lozanski, agente de la santé et de la sécurité au travail de l'ACPPU. « Au cours des dernières décennies, ces produits ont commencé à s'effriter et à relâcher dans l'air ambiant des poussières et des fibres d'amiante dangereux auxquels peuvent avoir été exposés les employés, les étudiants et les visiteurs. »

Les cas de mésothéliome, souligne Mme Lozanski, sont tout particulièrement inquiétants, car ce type de cancer le plus souvent fatal s'attaque à la plèvre (revêtement externe des poumons) et à l'appareil digestif inférieur. La seule cause connue est l'exposition à l'amiante.

Le fait que l'amiante ait été utilisé de façon généralisée avant le milieu des années 1970 amène le Health and Safety Executive de la Grande-Bretagne (l'organisme responsable de la santé et de la sécurité) à prédire, pour les cinq à dix prochaines années, une augmentation fulgurante du nombre de cas de mésothéliome à l'échelle planétaire. Les symptômes de cette maladie et sa longue période de latence — elle peut durer des décennies — font qu'elle est souvent mal diagnostiquée et qu'elle empêche d'établir des programmes efficaces de reconnaissance des dangers et de prévention en milieu de travail.

Il n'existe pas au Canada de base de données centrale qui recense des statistiques sur les cas d'employés d'universités et de collèges canadiens qui sont victimes de maladies professionnelles liées à l'amiante. Il n'existe pas non plus de mécanisme qui permette de déterminer le nombre exact de membres de l'ACPPU exposés à l'amiante de façon continue et sans aucune protection.

« Il est essentiel que nous mettions cette base de données en place dès maintenant pendant que les victimes de ces maladies ou leurs parents en vie sont encore en mesure de fournir l'information nécessaire à la réalisation de ce projet », insiste Mme Lozanski.

Sa réussite, souligne-t-elle, tient en partie à ce que les associations de personnel académique signalent, par tous les moyens utiles, l'existence de la base de données à l'attention de leurs membres retraités.

L'ACPPU s'emploie également à rallier la participation d'autres syndicats de professeurs, d'employés et d'étudiants et à recueillir auprès d'eux des informations pertinentes.

« La confidentialité des participants sera préservée, et les données recueillies ne serviront qu'à des fins statistiques », précise Mme Lozanski.

L'ACPPU espère, indique-t-elle, que les comités mixtes de santé et de sécurité se serviront de ces données pour établir des méthodes de travail plus sécuritaires. La base de données permettra aux membres et à leur famille de produire, lorsqu'il y a lieu, des réclamations d'indemnité aux commissions des accidents du travail. Elle servira également à étayer la négociation collective et le règlement des griefs en matière de santé et de sécurité, à administrer les programmes de congé de maladie et d'adaptation en milieu de travail, et à appuyer les démarches en vue d'éliminer tous les produits de l'amiante du milieu de travail. ■

Un bref formulaire de données personnelles peut être téléchargé à partir du site www.caut.ca. Vous y trouverez également des ressources complètes sur le projet de base de données de l'ACPPU sur les maladies liées à l'amiante, y compris une lettre type à l'intention des médecins de famille.

Si vous avez des questions au sujet de la base de données, veuillez communiquer avec Laura Lozanski à l'adresse courriel lozanski@caut.ca ou bien au numéro 613-820-2270 (poste 312).

Traduit de l'article « CAUT Launches Asbestos-Related Disease Database » (*Bulletin de l'ACPPU*, septembre 2006).

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CALL FOR RECOMMENDATIONS

CAUT's Women's Committee is seeking recommendations for the 2007 Sarah Shorten Award. The award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges. Faculty associations, status of women committees, or any other interested parties are invited to submit recommendations for the award.

Recommendations should include the following:

1. A letter giving a detailed statement describing specifically the actions and achievements of the candidate as they relate to distinguished contributions to the advancement of women in the post-secondary sector.
2. A full curriculum vitae.
3. Letters of support.

The criteria used by the Women's Committee for a candidate's recommendation to CAUT Council are as follows:

1. A candidate need not be a member of the academic community, but the contribution(s) of a person recommended must have benefited women in post-secondary education.
2. A candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the post-secondary community.
3. Forms of a candidate's achievement(s) may include, but are not limited to, organizational leadership, policy implementation, legislation, publication, educational initiatives, or distinguished service.
4. The outstanding quality of contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the post-secondary community.
5. A candidate's contribution(s) to the advancement of women in the post-secondary community may have been focused locally, provincially, regionally, or nationally, or a combination of these.

The deadline for submissions for the Sarah Shorten Award is **December 20, 2006**. Recommendations must be complete at the time of submission, and should be sent to **Chair, Women's Committee, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, ON K2B 8K2.**

APPEL DES RECOMMANDATIONS

Le Comité des femmes de l'ACPPU invite les candidatures pour le prix Sarah-Shorten de 2007. Créé en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles observées dans le domaine de l'avancement des femmes dans les universités et collèges canadiens. Les associations de professeurs, les comités de la condition de la femme ou d'autres personnes intéressées sont invités à soumettre des candidatures pour le prix Sarah-Shorten.

Conditions de mise en candidature :

1. Une lettre décrivant en détail la contribution et les réalisations du candidat ou de la candidate en rapport avec son apport exceptionnel à l'avancement des femmes dans le secteur de l'enseignement postsecondaire.
2. Un curriculum vitae complet.
3. Des lettres d'appui.

Les critères du Comité des femmes en vue d'une mise en candidature au Conseil de l'ACPPU :

1. Il n'est pas nécessaire que les candidates ou candidats soient membres de la collectivité universitaire. Toutefois, le fruit de leur apport doit avoir été à l'avantage des femmes dans le secteur de l'enseignement postsecondaire.
2. L'apport des candidates ou candidats peut avoir avantagé l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, personnel) dans le secteur de l'enseignement postsecondaire.
3. Les réalisations des candidates ou candidats peuvent comprendre notamment les éléments suivants : qualités d'organisation, mise en oeuvre de lignes directrices, législation, publications, initiatives pédagogiques ou services exceptionnels.
4. La qualité exceptionnelle de l'apport peut résulter d'un projet ou d'une activité unique ou d'efforts accumulés par un engagement constant envers la cause de l'avancement des femmes pendant une longue période dans le secteur de l'enseignement postsecondaire.
5. L'apport des candidates ou candidats à l'avancement des femmes dans le secteur de l'enseignement postsecondaire peut s'être limité à l'échelle locale, provinciale, régionale, ou nationale, ou à une combinaison de ces paliers.

La date limite de réception des candidatures pour le prix Sarah-Shorten est **le 20 décembre 2006**. Les mises en candidature doivent être complètes au moment où elles sont soumises. Elles doivent être transmises **à la Présidente, Comité des femmes, Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.**

PRIX SARAH SHORTEN AWARD

In honour of Sarah Shorten, who served as vice-president (1982–83) and two terms as president (1983–84 and 1984–85) of CAUT.
Créé en l'honneur de Sarah Shorten, vice-présidente (1982-1983) et présidente (1983-1984 et 1984-1985) de l'ACPPU.

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National Conference on First Nations/Aboriginal Education
10–11 May 2007 WINNIPEG

We are inviting papers and presentations for the National Conference on First Nations/Aboriginal Education that will be held on May 10–11, 2007 in Winnipeg. While the papers should discuss theory in teaching or developing schools and programs, they should also reflect a First Nations/Aboriginal view of education. We particularly invite papers describing successful teaching strategies and programs that incorporate traditional practices. Papers will be peer-reviewed and published.

Topics may include but not limited to:
- First Nations/Aboriginal Views on Academic "Success"
- Programs Incorporating Traditional Practices
- Effective Strategies and Programs — Assessment and Teaching
- Involvement of the Community

Please send submissions to:
Dr. Ron Phillips, R.S. PHILLIPS & ASSOCIATES
517 Bower Blvd., Winnipeg, MB, R3P 0L7
Phone 204-896-3449 • Fax 204-889-3207 • E-mail nativeed@mts.net

Deadline for submission is January 15, 2007

CAREERS
CARRIÈRES

SECTION B

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Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

A

■ **ACCOUNTANCY — University of Waterloo.** The University of Waterloo invites applications for a tenured or tenure-track position in Finance. We welcome applications from candidates in all areas of Finance for the appointment beginning July 1, 2007 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates should be able to demonstrate excellence in research and teaching in finance. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for outstanding research and teaching. The Finance Group is housed within the School of Accountancy at the University of Waterloo. Since its founding in 1957, the University of Waterloo has earned an excellent reputation and in recent years has consistently ranked as the leading comprehensive university in Canada. The School of Accountancy operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at: http//accounting.uwaterloo.ca/. Members of the finance area are active researchers in theoretical and empirical work in asset pricing, corporate finance, derivatives, and financial econometrics. The finance area faculty members are associated with the Centre for Advanced Studies in Finance (CASF) that provides the focus for research and education in the finance discipline at the University. The CASF is also an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, mathematics, scientific computing and actuarial science. For further information, visit: http//arts.uwaterloo.ca/ACCT/finance/casf.htm. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To be considered please send a curriculum vitae, a sample of your research, and the names and contact information of three referees to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Alternatively, electronic applications may be sent to lola@uwaterloo.ca. Review of the applications will start from September 2006 and will continue until the post is filled. Members of the committee plan to meet candidates at the October 2006 Financial Management Association and at the January 2007 American Finance Association meetings. Applications should be received by September 22 to be considered for an interview at the Financial Management Association meetings, and by December 9 to be considered for an interview at the American Finance Association meetings.

■ **ACCOUNTING — University of Alberta.** Applications are invited for a full-time position in Accounting, beginning July 1, 2007. An appointment at the assistant professor position is anticipated, but appointments at other ranks will be considered. Salary and rank depend on experience and qualifications, which must include a PhD or equivalent, completed or nearly so. The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. The competition remains open until the position is filled. Send applications and resumes to: Peter Tiessen, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Fax: (780) 492-3325; E-mail: peter.tiessen@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING — The University of Western Ontario.** The Aubrey Day Program in Management and Organizational Studies: Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,100 students enrolled. The only program of its kind offered by a Canadian university, the rigorous MOS curriculum combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting; Organizational and Human Resources; Management and Organizational Studies; and Commercial Aviation Management. Applications are invited to fill the endowed Dancap Private Equity Chair in Accounting. The Chair will be a Full Professor or senior Associate Professor with a doctorate in Accounting, a strong record of scholarly research, publications, and teaching, and a professional accounting designation. The successful candidate will provide leadership in research and publishing, and oversee curriculum delivery and development within the Accounting Major of the Management and Organizational Studies program. In addition, the Chair will act as principal liaison with professional accounting bodies, and teach and mentor undergraduate students in accounting. Applications are welcome from candidates in all areas of accounting. Candidates demonstrating a commitment to working in an interdisciplinary environment are especially encouraged. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2007. Applicants can learn more about the MOS Program at www.mos.uwo.ca. A curriculum vitae and evidence of successful teaching, as well as three academic letters of reference, should be forwarded to: Professor Keith Fleming, Director, Aubrey Dan Program in Management and Organizational Studies, Room 2040, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until November 15, 2006 or thereafter until the position is filled. Files will be reviewed prior to the deadline. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **ADMINISTRATION PUBLIQUE — Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler un poste en Administration publique menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, la bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fr/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Affaires publiques et internationales, Développement international et mondialisation et Études des Conflits. Veuillez également consulter notre site Web

■ **AFFAIRES PUBLIQUES & INTERNATIONALES — Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler quatre postes en Affaires publiques et internationales menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ces postes, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Études des conflits et Développement international et mondialisation. Veuillez également consulter notre site Web.

■ **ANTHROPOLOGIE — Université d'Ottawa.** La Département de sociologie et d'anthropologie de l'Université d'Ottawa cherche à combler un poste en Anthropologie menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, la bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Études des conflits, Développement international et mondialisation et Affaires publiques et internationales. Veuillez également consulter notre site Web.

■ **ANTHROPOLOGY — University of Ottawa.** The Department of Sociology and Anthropology at the University of Ottawa invites applications for one tenure-track faculty position in Anthropology, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_postions.asp. The Faculty of Social Sciences also invites applications for positions in the following areas: Conflict Studies, International Development and Globalization and Public and International Affairs. For further information, please consult our website

■ **ANTHROPOLOGY — The University of Western Ontario.** The Department of Anthropology, The University of Western Ontario, in cooperation with the Museum of Ontario Archaeology (formerly London Museum of Archaeology), invites applications for full-time appointment at the level of Associate Professor (either probationary [tenure-stream] or tenured) or Full Professor (tenured) as the Lawson Chair of Canadian Archaeology. This position is partially supported by an endowment and involves teaching duties in the undergraduate and graduate (both MA and PhD) programs in the De-

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Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE OF PARUTION
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November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 08 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
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The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine ethnique, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'onentation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél : (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU BULLETIN

CAREERS CARRIÈRES

partment and research duties in The University of Western Ontario's Research Institute for Ontario Archaeology at the Museum. Applicants must have a PhD and should have an established research/publication record and teaching experience. We seek an individual who can spearhead field research programs and infrastructure funding initiatives to help the Museum realize its full potential as the premier research centre for Ontario archaeology. The successful applicant will have: (1) broad experience with Great Lakes archaeology (pre- and post-European contact period First Nations peoples, and early Euro-Canadian settlement), (2) experience with issues concerning Indigenous archaeology and local First Nations communities and (3) a good knowledge of public archaeology. This position will commence July 1, 2007. Closing date for applications is November 15, 2006. More information on the Department is available at: http://anthropology.uwo.ca/. Further information on the Museum may be found at: http://www.uwo.ca/museum/index.html. Applicants must send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses, including email addresses, of three referees by the closing date to: Dr. Dan Jorgansen, Chair, Department of Anthropology, University of Western Ontario, 1151 Richmond Street, Social Science Centre Room 3323, London, Ontario, Canada, N6A 5C2. Phone: 519-661-3430; Fax: 519-661-2157; E-mail: anthro-chair@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ARABIC — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in Arabic rank of Assistant Professor. Details at http://www.yorku.ca/acadjobsd/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ARCHITECTURE (CULTURAL HISTORY) — University of Waterloo.** The University of Waterloo School of Architecture invites applications for a tenure track faculty position at the level of Assistant, Associate or Full Professor, commencing on or after January 1, 2007. The School offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the program also requires twenty months of cooperative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a program that addresses local, national and international issues through research and experimentation. The School has recently relocated from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musagetes Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, Café and fitness facility. The School has had a second location in Rome for 25 years. Virtually every fourth year student participates in this award-winning programme. (please see www.uwrp.org). Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School. The Cultural History stream is one of the hallmarks of the School of Architecture at Waterloo. Cultural literacy and critical discourse, centered on what could be loosely defined as a "Great Books Program," sustain the intellectual and creative life of the institution. The Cultural History core extends through the entire Undergraduate Programme and is especially important in supporting the quality of research and writing at the Graduate level. There are at least six regular faculty members involved fully or partly in teaching courses in the Cultural History stream. The successful applicant will have a doctorate in an area of art, architectural or intellectual history, have a demonstrated interest and expertise in architecture, and a clear position on contemporary cultural developments. The candidate must be willing to teach a course that covers the art, architecture, religion, society and literature of the middle ages. In teaching at the Undergraduate and Graduate levels, it is of the utmost importance that the candidate be capable of linking diverse modes of human artistic expression and thought. A record of accomplishment in scholarship and teaching at the university level is required. The Search Committee will begin to consider applications on November 15, 2006. Please submit a letter of application outlining the basis for your interest in the position, a full curriculum vitae and names and contact information of three referees to Professor Eric Haldenby, Director, preferably by e-mail: ehalden@uwaterloo.ca or by post at: University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada, N1S 2H4. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

■ **ART HISTORY — University of Toronto Scarborough.** The Department of Humanities, University of Toronto Scarborough invites applications for a tenure-stream position in modern and contemporary Asian or Islamic arts and visual culture, at the rank of Assistant Professor, to begin July 1, 2007. The department particularly encourages applications from scholars with wide-ranging historical, theoretical, and critical interests, and who push beyond conventional boundaries. UTSC has an interdisciplinary Visual and Performing Arts discipline that includes art history, visual art studio, drama, music, and arts management. The successful candidate will teach a range of undergraduate art history courses, will collaborate with other VPA faculty in offering interdisciplinary courses, and will teach and supervise graduate students in the Graduate Department of History of Art. Candidates must have a PhD and demonstrate exceptional promise in scholarship as well as excellence in teaching. The starting salary will be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by December 1, 2006. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ASIAN LITERATURE & CULTURE — Simon Fraser University.** The Department of Humanities at Simon Fraser University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1st, 2007. The successful candidate will have a PhD in a field involving the interdisciplinary study of Asian literature and culture. The appointee will teach courses in Humanities and the Asia-Canada program. Based on an expertise in literature the candidate will address critical issues surrounding Asian identities and culture. The Asia-Canada program is an undergraduate program that integrates the interdisciplinary study of Asia within Asian-Canadian studies. Candidates should review the web sites of the Asia-Canada Program and the Department of Humanities. Applicants should forward curriculum vitae, three letters of reference, and a covering letter indicating their interest and commitment to teaching, research and program development in the above field by October 31, 2006 to: Stephen Duguid, Chair, Department of Humanities, 8888 University Drive, Simon Fraser University, Burnaby, B.C., V5A 1S6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **ASIAN STUDIES — University of British Columbia.** The Dept. of Asian Studies seeks to appoint an assistant professor (tenure-track) of Modern Chinese Literature to begin July 2007. The successful candidate is expected to have an earned doctorate, an outstanding research agenda, excellent knowledge of Mandarin Chinese, and evidence of excellence in scholarship. Applicants should send a letter of application describing their research interests and agenda, a current CV, and complete graduate transcripts, and should arrange for three letters of reference to be sent to the Chair, Modern Chinese Literature Search, Dept. of Asian Studies, Univ. of British Columbia, Vancouver, BC, Canada, V6T 1Z2. Letters of application and supporting materials can also be sent electronically to asia.admin@arts.ubc.ca. Deadline for applications is December 1, 2006. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority.

■ **ASTRONOMY — The University of Western Ontario.** The Department of Physics and Astronomy at The University of Western Ontario is seeking applicants for a probationary (tenure-track) position at the rank of Assistant Professor in Astronomy to begin on July 1, 2007. The Department of Physics and Astronomy includes 25 faculty with research interests in the fields of astronomy, atmospheric and planetary science, condensed matter physics, laboratory astrophysics, and medical physics. We seek candidates with experimental, observational, or theoretical research interests that complement and extend our current strengths in astronomy. Candidates must have a PhD and a demonstrated record of research in astronomy. The successful candidate will be expected to establish an innovative and independent program of externally funded research involving the training of graduate and undergraduate students. She or he will be expected to teach effectively at the undergraduate and graduate levels. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, teaching philosophy and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Dr. John R. de Bruyn, Chair, Department of Physics and Astronomy, The University of Western Ontario, London, Ontario, N6A 3K7, Canada. Email: chair@physics.uwo.ca. The closing date for applications is December 4, 2006. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

SIMON FRASER UNIVERSITY

Assistant Professor School of Computing Science

The School of Computing Science at Simon Fraser University in Burnaby, in the Greater Vancouver area, invites applications for a tenure-track position in the area of Bioinformatics at the Assistant Professor level. A Ph.D. in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching.

Simon Fraser University is one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 Ph.D. and M.Sc. students, 800 undergraduate majors, and 58 faculty members, across two campuses. The main Simon Fraser University campus is situated on Burnaby Mountain in Greater Vancouver, while the newer Surrey campus is situated 25 minutes away in an award-winning architectural complex south of the Fraser River. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

To apply, send curriculum vitae, evidence of research productivity, and the names, addresses and phone numbers of three referees to:

Faculty Search (Burnaby campus), School of Computing Science
8888 University Drive, Simon Fraser University
Burnaby, British Columbia, Canada V5A 1S6
Email: Burnaby-faculty-search@cs.sfu.ca

Applications will be accepted until the positions are filled; however to be assured consideration by the search committee, applications must be received by **January 15, 2007.** All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca.

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

LaurentianUniversity
UniversitéLaurentienne

FOUNDING EXECUTIVE DIRECTOR
CENTRE FOR EXCELLENCE IN MINING INNOVATION
LAURENTIAN UNIVERSITY

The Centre for Excellence in Mining Innovation was recently established at Laurentian's Sudbury Campus to capitalize on the region's already considerable mining assets and strengths, and to further enhance Sudbury's stature as an international centre for world-class, mining industry-driven research. CEMI's mandate is to advance state-of-the-art concepts, processes and methodologies in support of regional, national and international exploration and mining industries, as well as providers of mining services and supplies. The Centre's research priorities, developed with industry input, will focus on mineral exploration, deep mining research, integrated mine process engineering, telerobotics and automation, and environment and reclamation. The Centre is guided by a broad-based Advisory Board comprised of outstanding leaders from industry, education and all three levels of government.

Laurentian University is an acknowledged leader in mining education and research across Canada and is unique among Canadian universities in being located in the heart of an active mining camp and in embracing mining as an important part of its strategic plan. There are many existing mining research endeavours in the Sudbury area, among them the initiatives being undertaken by Inco, Xstrata Nickel, the active community of suppliers of services and equipment as well as mining programs at Collège Boréal and Cambrian College. The Northern Centre for Advanced Technology (NORCAT), the Federal Government's CANMET labs, the Ontario Government's Geoscience Research Labs and Ontario Geological Survey are also located in the city.

The Founding Executive Director will bring innovative industry and/or academic leadership experience and will play an integral role in the further conceptualization and creation of CEMI, bringing together academia, researchers, government and industry partners to develop innovative mining solutions for the future.

Laurentian University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, call Alex Verdecchia or Maureen Geldart at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc.
Fax (604) 913-8356 Email: search@provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinaty and deliver the unexpected.

The Atkinson Faculty of Liberal and Professional Studies offers an exciting range of programs that combine a focus on professionally relevant content with a strong emphasis on liberal studies. This focus enhances the acquisition of transferable critical and analytical skills with theoretical and practical knowledge necessary for academic and career-oriented success. Atkinson is committed to a student-centred approach to learning that emphasizes innovative, flexible and accessible programming and a wide range of co-curricular activities intended to enrich the experience of its diverse student body. The Faculty strongly supports faculty research and the infusion of research into the undergraduate and graduate classroom experience. Faculty members are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. To serve this varied student community, Atkinson offers courses year-round day and evening (depending on program), during the summer, and via Internet and correspondence. The Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. Over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, developing new programs at both the master's and doctoral levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for **full-time tenure-track positions** in the following Schools. Salaries will be commensurate with rank and qualifications. Successful candidates must be eligible for appointment to the Faculty of Graduate Studies (FGS). Experience with graduate programs and supervision is an asset. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs/index.htm. The start date for most positions is July 1, 2007. The deadline for receipt of completed applications is December 1, 2006. All positions are subject to final budgetary approval.

Applications for each position should be addressed to the appropriate contact person or committee and area co-ordinates specified under each listing at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Atkinson Faculty of Liberal and Professional Studies

SCHOOL OF ADMINISTRATIVE STUDIES

The School of Administrative Studies has approximately 5,000 students in its Bachelor of Administrative Studies degree programs and is developing several proposals for professional master's programs in different areas, including Investment Management and Logistics Management, and a PhD in Human Resource Management. The School is part of York University, which is Canada's third-largest university, and is located in Toronto, the financial services centre of Canada. The multiculturalism of the city is reflected in the students and faculty of the University.

Logistics Management

Applications are invited for two tenure-track positions in Logistics Management at the rank of Assistant Professor. The area is interested in developing strategic areas within logistics management, including an MA degree. Candidates in all areas of logistics management are thus encouraged to apply. Hiring criteria include a relevant completed or near completion PhD (with an expected defence no later than July 1, 2008), and excellence or promise of excellence in teaching and research. The successful candidates must be able to teach upper level (3000- and 4000-level undergraduate courses), and may be expected to teach graduate courses and supervise students in master's or PhD programs. Previous experience teaching graduate courses is an asset, as is practical work experience in the area.

Human Resource Management

The School of Administrative Studies offers a Bachelor of Human Resource Management degree program as well as a Masters in Human Resource Management. A proposal for a PhD in HRM is currently under review by the Faculty of Graduate Studies (FGS). Applications are invited for one tenure-track position at the rank of Assistant or Associate Professor. At the Assistant Professor level, applicants must have a PhD in Human Resource Management or a related area, completed or near completion (with an expected defence by December 31, 2007), and excellence or promise of excellence in teaching and research. At the Associate Professor level, applicants must have held an equivalent position at a previous university recognized by the FGS at York University, and must demonstrate excellence in teaching and research. All applicants must have an ability and willingness to teach upper-year undergraduate courses, and contribute to the new PhD program, including teaching and/or student supervision. Expertise in occupational health and safety, as well as practical HR work experience, are assets.

Tax Law/Taxation

Applications are invited for a tenure-track position in Tax Law/Taxation at the rank of Assistant Professor. The required hiring criteria are: a relevant PhD completed or near completion, with an expected defence before July 1, 2008; excellence or promise of excellence in teaching and research; expertise in Canadian and/or U.S. tax law relevant to Canadian business; and ability to teach undergraduate and graduate courses in Tax Law, Tax Policy, and the Public Sector Budget Process in programs offered through the School of Administrative Studies and the School of Public Policy and Administration. In exceptional circumstances, a candidate may be considered who is deemed to have qualifications equivalent to a PhD, including: (1) candidates enrolled in a relevant PhD program with all course work completed and comprehensive examinations passed, showing excellence or potential excellence in teaching, research and publication; OR (2) candidates with an LLB or professional accounting designation (CA, CMA, CGA, CPA) and a relevant master's degree with a strong record of teaching, research and publication. Desirable hiring criteria are: practical work experience in the area; ability to teach master's or PhD courses; experience in supervising students in master's or PhD programs; and an LLB or professional accounting designation (CA, CMA, CGA, CPA).

Applicants are requested to submit a letter of application with an up-to-date curriculum vitae, and separate statements of research and teaching experience and interests. Do not send reference letters or papers until requested. Prior to any on-campus interview, we will require original signed letters of application and reference. The application letter should be addressed to: Dr. John Parkinson, Director, School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, Room 223, Atkinson Building. Tel: 416.736.2100, x20538.

SCHOOL OF ARTS AND LETTERS

The School of Arts and Letters offers a broad range of liberal studies programs and courses aimed at developing critical and analytical skills. In addition to well-established disciplinary programs in areas such as English and History, the School offers programs in Culture and Expression, Humanities, Religious Studies, Women's Studies and Writing Programs. In addition, the School is currently collaborating with the School of Social Sciences on the development of programs in the area of Applied Communications (see below for description of School of Social Sciences).

Applied Communications

Applications are invited for three tenure-track positions at the rank of Assistant Professor (with the possibility that one hire will be at a senior level) in the field of Applied Communications. These appointments are intended to ensure the development of strong ties between the liberal arts and professional studies. Building on the strength of York University and the Atkinson Faculty in communications, broadly understood, these three positions will enhance a new initiative in the area of Applied Communications. The School of Arts and Letters and the School of Social Sciences within the Faculty are currently developing new interdisciplinary undergraduate programming in this area and potentially a graduate program. The successful candidates will be expected to contribute to the development of the new program in Applied Communications, which combines the development of production expertise with a strong critical and theoretical focus that encompasses both institutional and alternative institutional loci of communications. Successful candidates will have teaching, professional and/or research expertise in Applied Communication and Cultural Studies, including journalism, traditional and new media, globalization, the arts and arts institutions, and forms of cultural expression. They will be able to develop and teach upper-level courses in the new program, develop courses with a strong experiential component, and teach in the General Education program and in the existing graduate program in Communication and Culture. Applicants must have a PhD, or PhD completed at the time of appointment, should show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. Relevant practical/professional experience is an asset, as is expertise in fieldwork methodologies. In exceptional circumstances, a candidate may be considered who is deemed to have qualifications equivalent to a PhD, including: 1) university-level teaching experience; 2) a strong record of research and publication; 3) a relevant university degree; and 4) relevant professional and/or industry experience in applied communications. Appointment will be to one of a number of possible administrative areas within the Faculty depending on the specific expertise of the successful candidate.

Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of academic writing, three signed letters of reference and teaching evaluations to: Chair, Hiring Committee, Applied Communications, School of Arts and Letters, Atkinson Faculty of Liberal and Professional Studies, Atkinson Building.

CAREERS CARRIÈRES

SCHOOL OF SOCIAL SCIENCES

The School of Social Sciences offers degree programs in Political Science, Sociology and Social Sciences. Faculty support a number of streams dealing with Communication Studies, Diaspora Cultures, Gender and Families, Political Economy, Public Administration and Public Policy, Social Justice Studies, and Work and the Workplace, as well as certificate programs, including the Certificate in Anti-Racist Research and Practice (CARRP), and Refugee and Migration Studies.

Indigenous Theory and Research Methodology

Applications are invited for a tenure-track position at the rank of Assistant Professor in the area of Indigenous Theory and Research Methodology. The person hired will be teaching upper-year courses in Indigenous Theory and Research Methodology. The successful candidate will teach courses that are central to a proposed new degree program in Race, Ethnicity and Indigeneity, particularly at the Honours and Honours Specialized level. Candidates must have a PhD in an area related to Indigeneity or in fields including Native Studies, Sociology, Anthropology, Political Science, Cultural Geography, Law, Education or other fields (or a PhD completed by the date of appointment), with excellence or promise of excellence in teaching, and research in the subject area of Indigeneity. A specialization in the areas of Indigenous Theory and Research Methodology is required. Expertise in post-colonial and anti-racism theory would be an asset.

Health, Gender and Social Justice

Applications are invited for a tenure-track position at the rank of Assistant Professor in the area of Health, Gender and Social Justice. The person hired will be expected to teach a variety of courses at third- and fourth-year levels of the School's undergraduate program. S/he will participate in related programs, including the Certificate in Anti-Racist Research and Practice (CARRP), the Gender and Families stream, and the proposed new degree in Race, Ethnicity and Indigeneity. The appointment is in the School of Social Sciences, with assignment of primary responsibilities to the area of Health, Gender and Social Justice. Candidates must have a PhD in Sociology, Anthropology or a related field in Health (or a PhD completed by the date of appointment), with excellence or promise of excellence in teaching, and demonstrated expertise and publications in the subject areas of Health, Gender and Social Justice. An interest in distance education would be an asset.

A letter of application, including a curriculum vitae, a statement of research and teaching interests and experience, and three letters of reference should be sent to: Chair, Indigenous Theory and Research Methodology Hiring Committee, OR Chair, Health, Gender and Social Justice Hiring Committee, School of Social Sciences, Atkinson Faculty of Liberal and Professional Studies.

ECONOMICS

The Economics unit in the Atkinson Faculty of Liberal and Professional Studies offers degree programs that focus on the application of economic principles to contemporary socio-economic and business issues, and the utilization of economic tools in applied business and policy decision making. To strengthen this focus, the unit is currently developing a significantly expanded program in Business Economics and a proposal for a School of Business Economics and Policy Analysis.

Business Economics and Policy Analysis

Applications are invited for two tenure-track positions at the rank of Assistant Professor, one in Business Economics and the other in Policy Analysis. Candidates are sought who will enhance the applied focus of our programs, which rely on a theory-in-context and application-based approach and emphasize the empirical side and inferential policy dimension of economics. Our programs are professionally oriented and structured to encourage students' active participation in the learning process. We are particularly interested in appointing candidates with expertise in Applied Microeconomics, Public Economics, and/or Quantitative Methods. The successful candidates must have a PhD in Economics (or PhD near completion), show an ongoing commitment to excellence in scholarly research and publication, have effective interpersonal skills, and be eligible for appointment to the Faculty of Graduate Studies. The successful candidates will be expected to participate in teaching undergraduate and graduate students, supervise doctoral students, and contribute significantly to the advancement of our programs in the distance and experiential education front. Given the applied focus of our programs, policy and/or private sector experience would be an asset.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research), teaching evaluations, and one current research paper should be sent to: Dr. Ida Ferrara, Search Committee, Chair, Economics, 2005 Technology Enhanced Building (TEL). Tel: 416.736.5232. Fax: 416.736.5188. E-mail: ilerrara@yorku.ca

SCHOOL OF INFORMATION TECHNOLOGY

As part of a University-wide initiative in Information Technology, the Faculty has recently consolidated its IT programs in a brand-new School of Information Technology. The School offers a series of interdisciplinary degree programs that combine Information Technology with studies in fields such as IT and Communication Studies, Social Issues, Health Informatics, Professional Writing and Administrative Studies (including a BAS/ITEC degree). More information on the programs can be found at http://itec.yorku.ca

Requirements Management

Applications are invited for a tenure-track position at the rank of Assistant Professor in the area of Requirements Management. Applicants should have a PhD and a strong record of teaching and research related to Information Technology. The successful candidate will have teaching and research expertise in Requirements Management (requirements engineering). Other priorities include research expertise in Web/Data Mining, User Interfaces, or in Web Client-Server Systems.

Applicants must submit a letter of application, including a curriculum vitae, and three letters of reference (at least one of which should address teaching). In addition, they can attach a statement of teaching and research interests and any other supporting documentation. Inquiries and applications should be sent to: Professor R. Campeanu, Director, School of Information Technology. E-mail: campeanu@yorku.ca

SCHOOL OF PUBLIC POLICY AND ADMINISTRATION

The newly established School of Public Policy and Administration brings together extensive educational resources and prepares current and future policy makers, policy analysts and managers in the public, private and para-public sectors for the challenges of effective, efficient, accountable democratic governance in today's complex and multicultural world. Our mission is to educate for good governance.

Public Policy, Administration and Justice Studies

Applications are invited for three tenure-track positions, two at the rank of Assistant Professor and one rank open. The School seeks candidates who specialize in Public Policy and Administration in Canada or on a comparative basis, and who demonstrate excellence or promise of excellence in teaching and research. The School is seeking to hire candidates with expertise in Criminal Justice Administration, Transnational Crime, and one or more of the following areas: Public Finance, Human Resource Management, Program Evaluation, Public Law, Multicultural Policy, Aboriginal Policy, Development Administration or other related fields. The successful candidates will have a PhD, or PhD near completion, in Political Science, Public Administration, Economics or a related field, with teaching and publication records commensurate with the stage of career. They will support the programs offered by the School, including the three undergraduate degrees, Public Administration and Justice Studies (PAJS), Public Policy and Administration (PPA) and Public Policy and Management (PPM), as well as the master's degree in Public Policy, Administration and Law (MPPAL currently pending final OCGS approval). The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies.

Applicants must submit a cover letter, a curriculum vitae, and statements of research and teaching interests/experience, and arrange to have three confidential letters of reference sent to: Professor Saeed Rahnema, Director, School of Public Policy and Administration, Atkinson Faculty of Liberal and Professional Studies.

SCHOOL OF SOCIAL WORK

The School of Social Work, situated in the progressive, scholastically rich and interdisciplinary community of York University, is rapidly expanding and adjusting to meet the needs of students and provide innovative leadership in a changing social work profession. The School of Social Work is located in the Joseph E. Atkinson Faculty of Liberal and Professional Studies, restructured in 2000, to bring together programs that offer a dynamic blend of liberal studies and professional programs in flexible formats sensitive to the needs of both full-time and part-time students. The School of Social Work has strong BSW and MSW programs, is a recognized leader in progressive social work education across Canada, and is committed to educating social workers in practices that promote human rights and further the goal of social justice. For more information on the School and its mission and programs, visit www.atkinson.yorku.ca/SOWK/ or contact Ann Cooper, Administrative Assistant, at 416.736.2100, x66326.

Social Work

Applications are invited for two tenure-track positions at the rank of Assistant Professor. The two faculty members must be eligible to teach in the undergraduate and graduate programs. The School is seeking candidates with excellence or promise of excellence in teaching and research in the following areas: Critical Race and Culture, and Aboriginal Issues. Research and teaching experience in the field of Globalization will also be considered as assets to the advertised fields. The School has close ties with diverse local communities and also participates in interdisciplinary research projects within the York community, nationally and internationally. The candidates must have knowledge and experience working with diverse and marginalized populations, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of Critical Theory, Social Justice and Human Rights. Candidates must have a graduate degree in Social Work and a PhD degree (or PhD near completion).

A letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Chair, Hiring Committee, School of Social Work, Kinsmen Building.

Director, School of Social Work

The School of Social Work is seeking an *Associate* or *Full Professor* with tenure who will initially serve as the Director of the School for a three-year term. The Director will lead the School in an era of expansion and growth, including plans for the hiring of additional faculty members, increasing the number of graduate students, and shepherding the final stages of development of a PhD program and new 2-year MSW. The Director will also build the School's profile and communicate its achievements at York and in the broader community. The ideal candidate will bring proven leadership abilities and experience in social work practice as well as in academic life. Senior scholars with significant records in teaching and research, and whose research interests are congruent with the School's mission are encouraged to apply. Strong preference will be given to candidates with a PhD in Social Work.

The consideration of applications will begin on October 1, 2006, and continue until the position is filled, with an expected start date as early as January 1, 2007 or July 1, 2007 at the latest. Should you want to learn more about this unique leadership opportunity, call Maxine Adam or Libby Dybikowski at 604.913.7768, or forward your CV, a letter of introduction and the names of three referees, in confidence, to: Provence Consulting Inc., Suite 202, 1555 Marine Drive West, Vancouver, BC V7V 1H9. Fax: 604.913.8356. E-mail: search@provenceconsulting.com Website: www provenceconsulting.com We will communicate with all who express interest.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

B

■ **BIOLOGY — University of Toronto.** The new Department of Cell and Systems Biology at the University of Toronto invites applications for a tenure track faculty position to be appointed at the Assistant Professor level in the area of Plant Molecular Sciences to begin July 1, 2007. Our vision is to advance systems biology in the area of Plant Metabolomics. Consequently, candidates must have demonstrated excellence in addressing fundamental questions in plant biology (particularly plant biochemistry, plant development or plant microbe interactions) using a metabolomics approach. Individuals with experience in high-throughput metabolomics analysis, method development for metabolite profiling, integration of metabolomics data into systems level analysis and/or computational analysis of complex metabolomics data are particularly encouraged to apply. Candidates should have at least two years of research experience beyond their doctoral degree. In addition to pursuing a vigorous research program, the successful candidate will be expected to contribute to undergraduate and graduate teaching in molecular life sciences including the newly formed Cell and Systems Biology undergraduate program. She or he would also be expected to interact with faculty across campus working in related fields. There will be a generous start-up package and salary will be commensurate with qualifications and experience. Applicants should arrange to have at least three letters of recommendation sent directly to the address below. In addition, applicants should forward their curriculum vitae, copies of significant publications, and statements of research and teaching interests to the Chair, Plant Metabolomics Search Committee, Department of Cell and Systems Biology, University of Toronto, 25 Harbord Street, Toronto, ON, M5S 3G5, Canada by November 1st, 2006. Inquiries should be directed to Professor Peter McCourt at mccourt@botany.utoronto.ca. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is responsive to the needs of dual career couples. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **BIORESOURCE ENGINEERING — McGill University.** The Department of Bioresource Engineering (www.mcgill.ca/bioeng) is seeking outstanding individuals for a tenure-track position. The primary area of search is bio-process and/or food engineering. However, applicants in other areas of bioresource engineering will also be considered. For the food engineering/bioprocessing area, the candidate should have expertise in engineering in one or more of the following fields, as it applies to production and processing: bio-chemical engineering or fermentation, plant cell or mammalian cell culture, downstream processing, nutraceuticals and bio-pharmaceuticals, bio-materials or bio-energy, post-harvest processing, food engineering, bio-physics. For other areas candidates should similarly have expertise in one or more related fields of study. Applicants are expected to have an earned PhD in an appropriate discipline, and to have an excellent publication record for their level of experience. It is expected that any person hired will develop a strong, independent research program supported by external research funds, will collaborate with other researchers, and teach at both the undergraduate and graduate levels. Applicants must be eligible for membership in a Canadian professional engineering association. The following should be included in applications: curriculum vitae, a statement of teaching and research interests, the names of three referees, copies of several relevant publications. Applications should be mailed to: Dr. R. Kok, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 21,111 Lakeshore Blvd, Ste Anne de Bellevue, QC, H9X 3V9, Canada. A start date of June 1, 2007 is foreseen. All qualified candidates are encouraged to apply. However, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **BUSINESS — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for tenure-track positions commencing July 1, 2007 in strategy, human resource management, and accounting. For detailed position descriptions visit our website at: www.uwindsor.ca/business/positions. Contact: Dr. Alan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 3041; Fax 519-973-7073; E-mail: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **BUSINESS ADMINISTRATION — Simon Fraser University.** The Faculty of Business Administration at Simon Fraser University invites applications for the following tenure-track positions. Accounting (two positions); positions in managerial accounting and financial accounting. PhD in hand required; professional accounting designation preferred. Rank: Depending on qualifications and experience; open up to the level of Associate Professor. Finance (three positions): demonstrated teaching and research competency at the graduate level; record of research output. Areas of particular interest are financial risk management, behavioral and corporate finance. Rank: Open up to the level of Associate Professor. Marketing (two positions): One position in quantitative methods/research methods; Rank: Assistant Professor. One position in the new product development/new ventures, services and branding; Rank: Open up to the level of Associate Professor. For both positions, preference given for those with completed PhD and proven teaching records at the graduate and undergraduate levels. Strategy (one position): Teaching: Undergraduate and MBA Programs. PhD required in Strategy, Economics or related degree; ABD may be considered. Applicants should have a strong research focus in any strategy field including competitive strategy, strategy process, the practice of strategy, governance, or entrepreneurship and strategy. Rank: open up to the level of Associate Professor. Technology and Operations Management (one position) Data and Decision Making: successful candidate will have a proven record of teaching and research at the graduate level. PhD required. Rank: Open up to the level of Associate Professor. Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, PhD and Executive programs and is an accredited member of AACSB International. With three British Columbia campuses located in Burnaby, Vancouver and Surrey, Simon Fraser University offers a strong research environment in a city consistently ranked as the most livable in the world. All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html. For further details regarding these tenure-track positions see the following web site: http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html. Send curriculum vitae (in electronic format, pdf preferred) to busapots@sfu.ca and three signed letters of reference (printed, originals required) to: Dr. Irene M. Gordon, Chair, Faculty Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada, V5A 1S6; Web sites: http://www.sfu.ca/; http://www.sfubusiness.ca/.

■ **BUSINESS ECONOMICS — University of Alberta.** The Department of Marketing, Business Economics and Law, University of Alberta, invites applications for an Energy or Resource Economist. This is a full time, tenure track position at the Assistant Professor level. Appointment to a more senior position may be considered, depending on the candidate's qualifications and experience. The successful candidate will teach in the department's natural resources and energy programs and conduct research in the areas of energy or resource economics. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes; knowledge of Canadian markets and/or industry experience is preferred. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in Natural Resources and Energy. Salary is competitive with business schools in Canada. This competition will remain open until the position is filled. Applicants should have, or be close to completing, a PhD in an appropriate field. Send applications to mbellis@ualberta.ca (Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta, School of Business, Edmonton, Alberta, Canada, T6G 2R6). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BUSINESS STATISTICS/ECONOMETRICS — University of Alberta.** The University of Alberta School of Business anticipates a tenure-track position in Business Statistics/Econometrics starting July 1, 2007. Rank will be assistant or associate professor, depending upon qualifications and experience. For an associate professor appointment, we would require a high quality publication record in top journals in statistics/econometrics or related fields, accompanied by excellence in teaching. For an appointment at the assistant professor level, we prefer a completed PhD in an appropriate field with demonstrated research and teaching potential. Proficiency in English is required and an interest in curriculum development at the business core course level would be expected. The School of Business offers undergraduate, MBA and PhD degree programs. We are one of the largest business schools in Canada with 70 faculty members, 1900 undergraduate students, 300 full- and part-time MBA students, and 60 PhD students. Statistics courses are taught in all three of the programs. For more information on the school, see http://www.business.ualberta.ca/. Edmonton is a vibrant city of one million that offers the benefits of an urban lifestyle coupled with high-quality schools, excellent public transportation, ample opportunities for recreation, and a low crime rate. Alberta has a strong economy and low taxes. Applications should include curriculum vitae, statement of research, any available teaching ratings, and names of three referees who have been asked to send confidential letters of assessment. Send via electronic mail to Dr. Prem Talwar, Chair, Department of Finance and Management Science (prem.talwar@ualberta.ca). Applications will be accepted until the position is filled (position subject to budgetary approval). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **CELTIC STUDIES — University of Saint Michael's College.** The Celtic Studies program, based at St. Michael's College, is a non-departmental and multi-disciplinary undergraduate program of the Faculty of Arts and Science at the University of Toronto. The program invites applications for a three-year, contractually-limited term appointment (non-renewable) at the level of Assistant Professor, in the area of Modern Culture Studies. Teaching responsibilities will include providing courses in one or more of the following areas: Irish, Scottish, and Welsh literature, film and theatre. The teaching load will be 2.5 full-year courses. The successful applicant will have a doctoral degree or be close to completion in an area relevant to the teaching requirements outlined above and will have demonstrated or have the potential for excellence in research and teaching. Salary is $47,700.00 per annum with the possibility of benefits. The position will commence July 1, 2007. Please submit an application and arrange for three letters of reference be sent to: Professor Mark McGowan, Office of the Principal, St. Michael's College, 81 St. Mary Street, Toronto, Ontario, Canada, M5S 1J4, by November 10, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **CHEMISTRY — University of Toronto.** The Department of Chemistry, University of Toronto, invites applications for a tenure stream position at the rank of Assistant Professor position in the Chemical Physics Theory Group (http://www.chem.utoronto.ca/research/chemphys), effective on or after July 1, 2007. We are seeking candidates proposing innovative research in quantum dynamics with applications to chemical physics. Applicants should have both a PhD and relevant postdoctoral experience, and are expected to pursue excellence in research and teaching at both the graduate and undergraduate levels. The successful candidate will join a highly active research group comprising five faculty whose research interests lie in the areas of equilibrium and nonequilibrium statistical mechanics, classical, semiclassical and quantum mechanics of open and closed molecular systems, quantum control, and nonlinear dynamics. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 27, 2006. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario, M5S 3H6, Canada. You may mail your material, to the address above, or email to, chmsch@chem.utoronto.ca. If you are submitting electronically, only PDF documents will be accepted.

■ **CHEMISTRY & BIOCHEMISTRY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Chemistry and Biochemistry in any area of Polymer or Materials Chemistry or Catalysis at the rank of assistant professor commencing January 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Douglas W. Stephan, Head, Department of Chemistry & Biochemistry, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: 519.253.3000, Ext. 3537; Fax 519.973.7098; E-mail: stephan@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or E-mail: recruit@uwindsor.ca.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax number of at least three references. Mail to: Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMMUNICATION — Université d'Ottawa.** Le Département de communication de l'Université d'Ottawa sollicite des candidatures pour des postes de professeur ou professeure au rang d'adjoint ou d'agrégé menant à la permanence. Date d'entrée en fonction: 1er juillet 2007. Le Département de communication est en pleine expansion et offre des programmes de 1er et de 2e cycle dans les domaines des médias et de la communication organisationnelle. Le candidat ou la candidate devra posséder un doctorat en communication ou dans une discipline connexe (ou, exceptionnellement, être en voie de soutenir la thèse), avoir un bon dossier de recherche et de publication et de l'expérience en enseignement. Le candidat ou la candidate devra enseigner en français et/ou en anglais dans l'un ou plusieurs des domaines suivants: relations publiques, communication du risque, communication et santé. Le salaire est déterminé selon la convention collective. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre votre candidature accompagnée d'un curriculum vitae, d'un article récent ainsi que d'une courte description de vos projets de recherche et trois lettres de recommandation envoyées sous pli séparé à: Denis Bachand, directeur, Département de communication, Université d'Ottawa, 554, av. King Edward, C.P. 450, Succ. A, Ottawa, Ontario, Canada, K1N 6N5. Date de clôture: le 15 décembre 2006. Toutes les personnes qualifiées sont invitées à faire acte de candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité

Centre for Asia-Pacific Initiatives

University of Victoria
British Columbia • Canada

CAPI Chair in Japan & Asia-Pacific Relations

The Centre for Asia-Pacific Initiatives (CAPI), invites nominations and applications for the Chair in Japan and Asia-Pacific Relations. This position will be a shared appointment between the Centre and one of the Faculties of Social Sciences, Science, Humanities, or Business and will involve an appointment in the appropriate faculty and department. Areas of expertise that will be given priority include: 20th Century Japanese History, Japanese Politics, Government and International Relations, Japanese Social or Environmental Geography, Japanese Society, Japanese Culture and New Media, Japanese Socio-Linguistics, and Japanese Business. This is a tenure-track or tenured appointment at the Associate Professor level or at the Full Professor level, preferably starting July 1, 2007.

Japan scholars with an established reputation in their area of expertise, an established publication record, teaching experience, Japanese language fluency, and a network of personal and institutional contacts in Japanese studies are encouraged to apply.

The person appointed will be expected to bring to CAPI and his/her home department an active Asia-Pacific outreach program with a proven capacity for attracting external funding support. The successful candidate will also teach courses about Japan in the faculty and department that shares the appointment.

CAPI is the University's interdisciplinary centre established to conduct research, conference, and advisory programs in the Asia-Pacific region. Please consult the CAPI website (http://www.capi.uvic.ca) for details of CAPI's programs, publications and management. The CAPI Chair provides 50% release time from regular teaching and administrative responsibilities. CAPI Chairs are expected to develop and administer a CAPI program involving research, teaching, advisory and conference initiatives that attracts third-party funding and connects with other universities and research institutes in Japan and elsewhere in the Asia-Pacific region. The CAPI Japan Chair complements CAPI's two other chairs in Asia-Pacific Relations, namely China and Southeast Asian Law.

All applicants should send their full academic resumé, details of their present research agenda, preferred teaching subjects and names and coordinates (including e-mail addresses) of three references, to the **Director, Centre for Asia-Pacific Initiatives, Rm 131, Fraser (Law) Building, P.O. Box 1700, STN. CSC, Victoria, BC, Canada, V8W 2Y2** or e-mail to capi@uvic.ca. Applications should be received by **December 31st, 2006.**

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the future diversification of the University. All qualified candidates and especially women are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

Brock University

Social Justice Canada Research Chair (Tier II)

Brock University seeks an outstanding scholar for a Tier II Canada Research Chair in SOCIAL JUSTICE. The purpose of this appointment is to enhance multidisciplinary research collaboration among centres and departments within the Faculty of Social Sciences with a focus on analyzing local, national, and global processes related to struggles for equality and recognition.

The successful candidate will be appointed to a centre or department in the Faculty of Social Sciences (Child and Youth Studies; Communications, Popular Culture and Film; Economics; Geography; Labour Studies; Political Science; Psychology; Sociology; Tourism and Environment; Women's Studies). The successful applicant may also participate in a range of the Faculty's departmental and interdisciplinary graduate programs (Applied Disabilities Studies, Popular Culture, Social Justice and Equity Studies).

The appointment will be at the Assistant or Associate Professor level and will commence July 1, 2007. This is a permanent tenure-stream position. The appointment may be made on either a tenured or probationary basis. The position has research and teaching responsibilities, but carries a reduced teaching load as a reflection of expectations about research.

The successful candidate must have a demonstrated ability to attract SSHRC or similar research funds as well as clear potential to be a leader in the field of social justice, and a strong (emerging) national and international scholarly presence, and the potential for an excellent teaching and graduate supervision record. The position comes with additional funding through the Canada Foundation for Innovation (CFI) for equipment.

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of over 16,000. The Niagara region offers many cultural and recreational opportunities in a mixture of urban and rural settings.

Submit curriculum vitae, statement of research interests and plans, statement of teaching interests, and list of potential referees to: David Siegel, Dean, Faculty of Social Sciences, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario L2S 3A1. Consideration of applications will begin on December 1, 2006, but the competition will remain open until a suitable candidate is identified.

Applicants and nominations from Canada and elsewhere are encouraged. Brock University hires on the basis of merit and is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified candidates but strongly encourage applications from women, persons with disabilities, members of visible minorities, and Aboriginal persons.

www.brocku.ca/hr/careers/faculty

CAREERS CARRIÈRES

d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

■ **COMMUNICATION — University of Ottawa.** The Department of Communication of the University of Ottawa invites applications for tenure-track positions at the rank of Assistant or Associate Professor starting July 1, 2007. The Department is expanding, and offers undergraduate and graduate programs in both media studies and organizational communication. Applicants should have a PhD in Communication or a related discipline (or near completion, ABD), a relevant research dossier and teaching experience. The positions will involve teaching in English and/or French in one or more of the following areas: Public Relations, Risk Communication, Health Communication. Salary is based on the Collective Agreement. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. Candidates should submit their curriculum vitae, a recent publication, a short description of their research projects and arrange for three confidential letters of recommendation to be sent directly to: Denis Bachand, Chair, Department of Communication, University of Ottawa, 554, King Edward, P.O. Box 450, Station A, Ottawa, Ontario, Canada, K1N 6N5. Deadline for applications: December 15th, 2006. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Equity is a University policy; women, aboriginal peoples, members of visible minorities and person with disabilities are encouraged to apply.

■ **COMMUNICATION STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Communication Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **COMMUNICATION STUDIES — Wilfrid Laurier University.** The Department of Communication Studies invites applications for a tenure track position at the rank of Assistant Professor beginning July 1, 2007. This position is subject to budgetary approval. Duties will include undergraduate teaching, research, and contributing to the development of a graduate program. Applicants should have demonstrated a strong research commitment in the area of Visual Communication. This is an exciting opportunity to contribute to a Visual Communication and Culture program that is unique to Communication Studies in Canada. In addition to having an active research agenda in the area of Visual Communication, the qualified candidate will have experience teaching in this field. A specialization in non-western and/or global media cultures would be an asset. Applicants must have a completed PhD in Communication Studies or a cognate discipline, teaching experience, and an established research record. In their cover letter, applicants should outline their expertise in the area of Visual Communication, as well as submit a curriculum vitae, a sample publication, a teaching dossier, and the names, addresses and contact information for three professional references to be sent by December 1, 2006 to: Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Applicants for the tenure track position will automatically be considered for any limited term position the Department of Communication Studies is advertising for. Only those applicants selected for an interview will be contacted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexuel orientations, parsons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to bè considered for employment equity. Candidates may self-identify, in confidence, fo the Dean of the Faculty of Arts, Dr. David Docherty.

■ **CONFLICT STUDIES — University of Ottawa.** The Faculty of Social Sciences et the University of Ottawa invites applications for two tenure-track faculty positions in Conflict Studies, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism end areas of specialization, please refer fo our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp. The Faculty of Social Sciences also invites applications for positions in the following areas: Conflict Studies and Public and International Affairs. For further information, please consult our website.

D

■ **DEVELOPPEMENT INTERNATIONAL & MONDIALISATION — Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler deux postes en Développement International ef mondialisation menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ces postes, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp. La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Études des conflits et Affaires publiques et internationales. Veuillez également consulter notre site Web.

■ **DROIT — Université McGill.** La Faculté de droit de l'Université McGill est à la recherche de candidats désirant innover et exceller dans l'enseignement et la recherche, et qui apporteront une contribution originale à la gestion de la Faculté et de l'Université. Sous réserve d'approbation budgétaire, la Faculté prévoit l'ouverture de postes menant à la permanence, au rang de professeur adjoint, de postes supérieurs, et d'une nomination conjointe, avec entrée en fonction le 1er juillet 2007. Pour plus de renseignements, veuillez visiter le site Internet de la faculté: www.law.mcgill.ca/faculty/positions-fr.htm. Date limite: 1er décembre 2006. Veuillez noter que la Faculté n'accepte pas les candidatures soumises par voie électronique. Prière de nous envoyer vos documents par courrier régulier ou par télécopieur.

E

■ **ECONOMIC DEVELOPMENT — University of Alberta.** The Department of Economics in the Faculty of Arts et the University of Alberta invites applications for a tenure-track position in economic development et the Assistant Professor level, starting July 1, 2007. We are especially interested in candidates with interests in the development of India. Qualified candidates should hold a PhD (or be close fo completion) and demonstrate outstanding potential for a research career. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should submit a curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and eveluations of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Closing Date: November 30, 2006. To find out more eboul us, please consult our website: www.ualberta.ca/economics/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

■ **ECONOMICS — Wilfrid Laurier University.** School of Business and Economics, Department of Economics: Applications are invited for a tenure-track position commencing July 1, 2007 at the rank of Assistant Professor. Candidates will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental/resource economics, public economics, industrial organization and international macroeconomics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Applications will be considered until the position is filled. This position is subject to budgetary approval and salary will be commensurate with qualifications and experience. Applications should include a C.V., a published example of their work, and letters of reference from three referees (under separate cover). Application materials should be received no later than 15 December 2006 and should be addressed to: Chair, Search Committee for Writing for Children, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2.

■ **CRIMINOLOGIE — Université d'Ottawa.** La Département de criminologie de l'Université d'Ottawa cherche à combler trois postes en Criminologie menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples renseignements sur ces postes, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp. La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Études des conflits et Affaires publiques et internationales. Veuillez également consulter notre site Web.

■ **CRIMINOLOGY — University of Ottawa.** The Department of Criminology at the University of Ottawa invites applications for three tenure-track faculty positions in Criminology, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp. The Faculty of Social Sciences also invites applications for positions in the following areas.

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Microeconomics or in Behavioural Economics. Applications should include the candidate's curriculum vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair of the Appointments Committee. Evidence on teaching performance is also welcome for applicants with teaching experience. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until December 10, 2006 or until the positions have been filled. Please send applications and reference letters to the following address and indicate clearly which position the application is for: Chair, Appointments Committee, Department of Economics, re: Applied Microeconomics/Behavioural Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ECONOMICS — University of Ottawa.** The Department of Economics at the University of Ottawa invites applications for one tenure-track faculty position in Economics, subject to budgetary approval, commencing July 1, 2007. For further information about this position, bilingualism and areas of specialization, please refer to our website at http://www.scienceessociales.uottawa.ca/eng/faculty_positions.asp The Faculty of Social Sciences also invites applications for positions in the following areas: Public and International Affairs and International Development and Globalization. For further information, please consult our website

■ **ECONOMICS — University of British Columbia.** The Department of Economics invites applications for tenure-stream positions subject to final budgetary approval. Starting date: July 1, 2007. Positions are expected to be filled at the rank of Assistant Professor, although outstanding candidates may be appointed at the rank of Associate or Full Professor. Priority fields are economic theory, public economics, industrial organization and environmental economics but exceptional candidates in any field will be considered. Qualifications: for appointment at the Assistant Professor level, the candidate must have a PhD (or solid indication of imminent completion), and demonstrate excellence or clear promise of excellence in teaching and in research. For appointment at the Associate or Full Professor level the candidate must have a proven record of outstanding research and excellence in teaching. Application deadline is November 24, 2006. Application, including c.v., reference letters and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ECONOMICS — The University of Toronto.** Applications are invited for a tenure stream position, rank open, in the Department of Economics at the St. George (downtown) campus of the University of Toronto. Area of Specialty: Microeconomic Theory. Salary commensurate with qualifications and experience. The appointment is effective July 1, 2007. For appointment at the Assistant level, the candidate must have a demonstrated promise of outstanding research and teaching in Microeconomic Theory, and have earned a PhD degree or equivalent by July 1, 2007 or soon thereafter. For appointment at Associate or Full level, the candidate must have a proven record of outstanding research and teaching in Microeconomic Theory. Duties include undergraduate and graduate teaching, research and graduate supervision. Information about the Department is available at http://www.economics.utoronto.ca To apply for the position, please visit http://ww2.economics.utoronto.ca/apply Please arrange for three letters of reference to be sent to Prof. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada by November 24, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS — The University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in International Economics at the rank of Assistant Professor on the St. George campus. Salary to be commensurate with qualifications and experience. The appointment is effective July 1, 2007. The candidate must have a demonstrated promise of outstanding research and teaching in International Economics, and have earned a PhD degree or equivalent by July 1, 2007 or soon thereafter. Duties include undergraduate and graduate teaching and research. Information about the Department is available at http://www.economics.utoronto.ca.

To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Please arrange for three letters of reference to be sent to Prof. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada by November 24, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS — The University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in Econometrics at the rank of Assistant Professor on the St. George campus. Salary to be commensurate with qualifications and experience. The appointment is effective July 1, 2007. For appointment at the Assistant level, the candidate must have a demonstrated promise of outstanding research and teaching in Econometrics, and have earned a PhD degree or equivalent by July 1, 2007 or soon thereafter. For appointment at Associate or Full level, the candidate must have a proven record of outstanding research and teaching in Econometrics. Duties include undergraduate and graduate teaching, research and graduate supervision. Information about the Department is available at http://www.economics.utoronto.ca To apply for the position, please visit http://ww2.economics.utoronto.ca/apply Please arrange for three letters of reference to be sent to Prof. Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada by November 24, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS — The University of Toronto at Mississauga.** The Department of Economics, University of Toronto at Mississauga, invites applications for a tenure stream appointment in Microeconomics Theory. Salary commensurate with qualifications and experience. The appointment will be at the rank of Assistant Professor and will begin July 1, 2007. Applicants must have a demonstrated promise of outstanding research and teaching in Microeconomic Theory, and have earned a PhD degree or equivalent by July 1, 2007 or soon thereafter. Duties include undergraduate and graduate teaching, research and graduate supervision. Information about the University of Toronto at Mississauga Undergraduate Economics Department is available at www.utm.utoronto.ca/~w3eco/ and the Graduate Economics Department located at the St. George campus is available at www.economics.utoronto.ca. To apply for the position, please visit http://www.economics.utoronto.ca/apply. Please arrange for three letters of reference to be sent to Professor Aloysius Siow, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario, M5S 3G7, Canada by November 24, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS — The University of Toronto.** The Department of Economics at the University of Toronto seeks to fill a position at the senior assistant or associate professor level. Candidates must possess a track record of publication in major journals and excellence in teaching and research supervision. The department is especially interested in appointing someone in the following fields: macroeconomics, econometrics, international trade, resource economics, and IO. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. The appointment is subject to the availability of funds. Send your application, including three letters of reference, and a sample of research in progress to: Dr. John Burbidge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. The deadline for applications is 31 October 2006.

■ **ECONOMICS — University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill three tenure-track positions, rank open, for 1st July 2007. At the assistant professor level, consideration will be given to applicants, including those nearing completion of their PhD, who can provide persuasive evidence of research potential. Candidates for senior positions must possess a track record of publication in major journals. All candidates must demonstrate excellence, or the potential for excellence, in teaching and research supervision. The department is especially interested in appointing someone in the following fields: macroeconomics, econometrics, international trade, resource economics, and IO. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Send your application, including three letters of reference, and a sample research paper to: Dr. John Burbidge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. The deadline for applications is 31 October 2006.

■ **ECONOMICS OF GAMING — University of Alberta.** With support from the Alberta Gaming Research Institute, the Department of Economics in the Faculty of Arts at the University of Alberta invites applications from highly qualified individuals to assume the Chair in the Economics of Gaming. Appointment will be considered at the Associate Professor level (with tenure), starting July 1, 2007. Qualified candidates should hold a PhD, have an established research career, and a strong publication record. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. The overall mission of the Chair in the Economics of Gaming is to build a knowledge base in gaming economics through an active research and academic program. Specifically, the successful candidate is expected to conduct relevant economic analysis of the gaming industry in Alberta and act as a liaison to policy makers, community organizations, the gaming industry, and the general public. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of publications and current research papers, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Consideration of applications will begin in November and will continue until an appointment is made. To find out more about us, please consult our website: www.ualberta.ca/economics/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for tenure-track positions in the following areas: language arts education, instructional technology, science education, elementary education and second language teaching and learning and commencing July 1, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 3801; Fax. (519) 971-3612; E-mail: progers@

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University has a distributed workforce. Professors may take advantage of a generous home office policy and work from any location in the province of Alberta. Athabasca University provides additional incentives for those professors and their families who wish to work in the north and reside in the Athabasca region. Athabasca University invites applications for the position of:

Assistant Professor, Equity Studies, Centre for Integrated Studies

Athabasca University's Master of Arts–Integrated Studies (MAIS) is an online graduate degree that offers students a unique opportunity to engage in a program of study spanning the arts, humanities, and social sciences. The degree is comprehensive in scope, but specific in focus, requiring students to choose at least one specialization from among several streams of inquiry. The Program challenges students to be critically reflective, collaborative, and to engage in rigorous study within and across the disciplines.

With over 600 students worldwide, Athabasca University's MAIS Program is experiencing rapid growth. We are searching for a dynamic scholar with a strong commitment to graduate teaching and research who can contribute to the maintenance and future growth of the Program. The area of emphasis is Equity Studies, with an emphasis on discourse analysis (Foucauldian), western Canadian and Albertan identity, critical race studies, and youth studies as well processes of racialization and political-legal analysis. We are searching for a colleague to complement a small, but growing, faculty.

Responsibilities of this position will include teaching, administrating, and coordinating the Program's Equity Studies stream; advising and supervising students; updating existing courses and developing new courses; full participation in program and curriculum development; maintaining and developing a program of research, and University/community service.

Candidates should have an earned doctorate (normally in an area related to their research and publications). Essential criteria include a background and research specialization in one or more disciplines; a proven research and publication record that is firmly grounded in critically reflective scholarship; a demonstrated commitment to undergraduate and graduate teaching; demonstrated interest and ability to teach a broad range of courses; a strong record of scholarly accomplishment appropriate to the level of appointment; and experience working collaboratively with colleagues and community. Applicants should also be familiar and experienced with distance education and open learning delivery methods, online teaching, and the use of innovative online technologies. All educational credentials must be recognized in Canada.

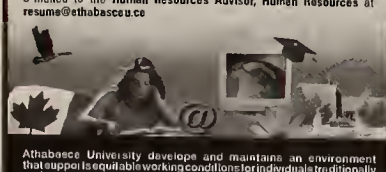
Please refer to the full job profile on our Web site at: **www.athabascau.ca/jobprofiles**

This is a AUFA tenure-track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from **Dr. Derek Briton** at **(780)675-6783** or via e-mail: **derekb@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by **December 31, 2006**, quoting **competition #CA-APES-0804**. Applications should be e-mailed to the **Human Resources Advisor, Human Resources** at **resume@athabascau.ca**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

Send your ads via e-mail!

ads@caut.ca

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure-Stream Positions

Applications are invited for four tenure-stream positions at OISE/UT. Each position is located in one of OISE/UT's five academic departments. All appointments are at the rank of Assistant Professor unless otherwise noted. Salary will be commensurate with qualifications and experience. The appointments will commence July 1, 2007.

Successful candidates for all positions will possess a doctoral degree, a well-developed program of research and publication, and the ability to make a strong contribution to teaching. Responsibilities of the positions will include, as appropriate: conducting research; teaching and thesis supervision of master's and doctoral students; and teaching in the teacher education program.

For more information about OISE/UT, its departments, and further details of these positions, please visit the OISE/UT website at http://www.oise.utoronto.ca.

Aboriginal & Indigenous Studies in Education

We seek candidates with expertise in Indigenous knowledge and decolonization in education, as well as Aboriginal methodologies. The position will complement the Department's strength in critical sociological scholarship in equity studies in education. (Department of Sociology and Equity Studies in Education, Professor George Dei, Chair)

Aboriginal Healing

We seek candidates with experience in the field of healing and counselling in the Aboriginal community. Counselling Psychology is one of the participants in the University's Collaborative Program in Aboriginal Health. (Department of Adult Education and Counselling Psychology, Professor Marilyn Laiken, Chair)

Community College Leadership

We seek candidates at the rank of Assistant, Associate or Full Professor who have expertise in community college leadership and who will be part of the Higher Education program. (Department of Theory and Policy Studies in Education, Professor Nina Bascia, Chair)

Sociology of Francophone Education

We seek candidates with expertise in sociology of education with a focus on Francophone minority language education to complement the department's strength in critical sociological scholarship in equity studies. (Department of Sociology and Equity Studies in Education, Professor George Dei, Chair)

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2006, to the Chair of the respective department, and applicants should also ask three referees to write letters directly to the Chair by the same date. All departments are located at OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES

uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **EDUCATION — University of Victoria.** The Department of Curriculum & Instruction, University of Victoria invites applications for a tenure track position at the Assistant/Associate Professor level in the area of art education. Art Education at the University of Victoria has a strong reputation for innovative and comprehensive programs at the undergraduate and graduate levels. Most art education courses include a studio component. The position requires a team-player who will provide intellectual and organizational leadership and complement the work and focus of the current faculty members and programs. The University of Victoria is proud of its research culture and there is, therefore, an expectation that all faculty members will make a strong contribution to research, scholarly and creative work. Responsibilities will include: Teaching art education at the undergraduate and graduate levels; Developing and maintaining a program of scholarly pursuit; Supervising graduate students; Participating in committees and service to the broader academic community and to the profession. Qualifications & Experience: 1. A Ph.D or Ed.D. completed (or near completion) in art education; 2. An active program of research, scholarship and creative pursuit; 3. Strong background in art pedagogy and the founding disciplines of art. Competence in two or more of the following areas would be an asset: printmaking, photography, sculpture, or ceramics; 4. Demonstrated collaborative skills and experiences as well as excellent leadership qualities; 5. Current engagement in studio inquiry; 6. Successful post-secondary teaching experience; 7. Successful teaching in the public school system. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. Effective date of appointment will be July 1, 2007. Applications should include curriculum vitae, art portfolio of reproductions in print or digital format, and the names of three referees. Letters of reference will not be considered at this time. Deadline for receipt of applications is December 1, 2006 to: Dr. Larry D. Yore, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, BC, V8W 3N4; Fax: 250-472-4616; http://www.educ.uvic.ca; cichair@uvic.ca.

■ **EDUCATION — Ontario Institute for Studies in Education of the University of Toronto.** The Department of Curriculum, Teaching and Learning, Ontario Institute for Studies in Education of the University of Toronto, invites applications for a teaching stream position as a secondary teacher education coordinator in the initial teacher education program. The appointment will be at the rank of Lecturer and will begin July 1, 2007. We seek candidates with expertise in secondary teacher education policies and practices, a knowledge of the education of teachers, a strong commitment to initial teacher education and the continuing professional development of teachers, and an understanding of issues of equity and diversity. The successful candidate will be expected to coordinate one of the secondary teacher education program groups, to teach courses, at least one of which will be a secondary subject-specific methodology course; to develop partnerships with schools; to supervise practica and internship programs; and to make a strong contribution to the ongoing development and leadership of the teacher education program. The course load will be the equivalent of six half courses. The successful candidate should also have: a master's degree (a doctoral degree would be an asset); an excellent record of teaching in secondary schools or other comparable expertise; a broad understanding of and demonstrated leadership in integrating the various components of a teacher education program (courses, field/practicum work, personal experiences); and an ability to work in cross-disciplinary teams. The position is renewable annually, and assessment for promotion to a continuing Senior Lecturer rank may take place in the 5th year. Salary will be commensurate with qualifications and experience; the hiring salary will be in the $64,500- $80,000 range. For more information, please visit the OISE/UT website at http://www.oise.utoronto.ca or the department's website at http://www.olse.utoronto.ca/depts/ctl/. Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2006, to Professor Dennis Thiessen, Chair, Department of Curriculum, Teaching and Learning, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada. Applicants should also ask three referees to write letters directly to Professor Thiessen by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

■ **EDUCATION (ENSEIGNEMENT DES MATHÉMATIQUES) — Université McGill.** Le département d'études intégrées en sciences de l'éducation de l'Université McGill cherche à pourvoir un poste de professeur adjoint conduisant à la permanence dans le domaine de l'enseignement des mathématiques, à compter du 1er juillet 2007. Les candidats doivent être titulaires d'un doctorat et mener un programme dynamique de recherche dans le domaine de l'enseignement et de l'apprentissage des mathématiques en milieu scolaire, plus particulièrement au niveau primaire. Le candidat retenu se joindra à une équipe dynamique d'enseignement des sciences et des mathématiques du département et participera aux activités de recherche, d'élaboration de programmes et de formation continue des enseignants au niveau local, provincial, national et international. Une expérience de travail en milieu scolaire est éminemment souhaitable, au même titre que la capacité de s'exprimer en français. Le candidat retenu devra enseigner des cours du premier cycle et des cycles supérieurs, encadrer des futurs enseignants inscrits à nos programmes de baccalauréat en éducation et diriger les mémoires ou thèses d'étudiants de maîtrise et de doctorat. Conformément à la réglementation canadienne en matière d'immigration, cette offre d'emploi s'adresse avant tout aux citoyens canadiens ou aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi et invite la candidature de femmes et d'hommes, de personnes handicapées, de membres des minorités visibles et d'Autochtones. Un dossier complet comprend une lettre de demande, un curriculum vitae, une lettre décrivant l'actuel programme de recherche du candidat et comment ce programme correspond aux objectifs de recherche à long terme, un document prouvant que le candidat dispense un enseignement de qualité supérieure et expliquant de quelle manière la rencontre de l'enseignement a été complémentaires, un dossier d'enseignement, et le nom de trois (3) références. Veuillez faire parvenir ces documents au Dr Marc Schwartz à l'adresse ci-dessous. Les documents doivent impérativement être reçus avant le 30 octobre 2006. Marc Schwartz, EdD, Comité de recrutement pour l'enseignement des mathématiques, Département d'études intégrées en sciences de l'éducation, Faculté des sciences de l'éducation, 3700, rue McTavish, Montréal (Québec) H3A 1Y2, Canada. Téléphone: 514-398-4525, Télécopieur: 514-398-4529.

■ **EDUCATION (MATHEMATICS EDUCATION) — McGill University.** The Department of Integrated Studies in Education, McGill University, invites applications for a tenure-track position in the area of Mathematics Education, at the Assistant Professor rank, effective July 1, 2007. Applicants must have a doctoral qualification and an active program of research in an area related to teaching and learning school mathematics, with a focus on the elementary school level. The successful candidate will be part of a growing team in science and mathematics education in the Department and will be involved in research, curriculum development, and professional development activities for teachers at the local, provincial, national and international levels. Experience in schools as well as an ability to function in French will be important assets. Responsibilities will include teaching and student-teacher supervision in our BEd programs and teaching and thesis supervision in our MA and PhD programs. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. A complete dossier will include a letter of application, a curriculum vitae, a statement outlining the applicant's current research program and how it fits into long-term research goals, a portfolio demonstrating teaching excellence and how research and teaching are integrated, a teaching statement, and the names of three (3) referees. Please send all items to Dr. Marc Schwartz at the address below. The deadline for receipt of applications is October 30, 2006. Dr. Marc Schwartz, Mathematics Education Search Committee, Department of Integrated Studies in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada, H3A 1Y2. Tel.: 514-398-4525; Fax: 514-398-4529.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, control/mechatronics, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the Inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive twin-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at http://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING/QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics. Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ELECTRONIC BUSINESS TECHNOLOGIES — University of Ottawa.** The University of Ottawa invites applications for two tenure-track positions, at the rank of Assistant or Associate Professor, for its new Master of Science in Electronic Business Technologies and Master's in Electronic Business Technologies Programs. Three academic units: Common Law, the School of Information Technology and Engineering and the School of Management contribute to these interdisciplinary programs. The main appointment of each successful candidate will be in the new master's programs, with a secondary appointment either in the School of Information Technology and Engineering, at the Faculty of Engineering, or in the School of Management. The Faculty of Engineering or the School of Management will administer the academic and administrative dossier of the successful candidates. The requirements for these positions are a PhD in Information Systems, Computer Science or similar disciplines with a strong research record in the areas of mobile commerce and wireless networks, or web services and XML applications preferably in both technology and market trends. Bilingualism would be an asset. Responsibilities will include teaching, the supervision of graduate students, and the conduct of an on-going research program. Appointments are effective July 1, 2007. Rank and salary will be commensurate with qualifications and experience, subject to the collective agreement. Applicants should submit a curriculum vitae, statements of teaching and research interests, and three confidential letters of reference to be sent separately to Dr. Ruby Heap, Associate Dean, Faculty of Graduate and Postdoctoral Studies, University of Ottawa, 115 Séraphin Marion, Ottawa, Ontario, K1N 6N5. The deadline for submission of applications is January 15, 2007, although the search will remain open until successful candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

■ **ENGINEERING — University of Windsor.** The University of Windsor invites applications for faculty positions in the Faculty of Engineering commencing July 1, 2007. For detailed position descriptions visit our website at: http://www.uwindsor.ca/faculty positions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 2566; Fax: (519) 971-3662; Email: greader@uwindsor.ca. For information on the University of Windsor or the City of Windsor,

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Singhmar Chair in Classical Indian Polity and Society (500 BCE - 500 CE)

The Department of History and Classics in the Faculty of Arts, University of Alberta, invites applications for the Saroj and Prem Singhmar Chair in Classical Indian Polity and Society, 500 BCE-500 CE. This is an endowed Chair, the occupant of which will be appointed at the rank of Full Professor. Research specialization is open, but the candidate should anticipate teaching courses that broadly cover the history, ideas, and practices of this period. Competence in Sanskrit and at least one modern Indian language (excluding English and Urdu) is required, and the ideal candidate will have knowledge of modern Indian political life. The successful candidate will have a proven record of excellence in teaching and graduate supervision, and a distinguished research career.

The successful applicant will join a dynamic Department with strengths in both history and classics (www.uofaweb.ualberta.ca/historyandclassics) and will participate in developing a new graduate program in Ancient Civilizations. Equally, this position will support the Faculty-wide development of research strength in South Asia.

The University of Alberta aims to be one of the world's great universities, by transforming learning, leading ground-breaking research, and uplifting society through new knowledge, leadership, and service. The University plays a key role in the educational, business, and cultural life of the province of Alberta and Canada as a whole, through the impact of its integrated mandate of teaching, research, and community service.

With more than 35,500 students and 12,000 staff, the University grants almost 7,500 degrees annually to graduates of 200 undergraduate and 170 graduate programs. A research-intensive, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs and has designated 26 areas of established and emerging research excellence.

Greater Edmonton, with nearly one million residents in the city and surrounding communities, offers a unique quality of life and economic combination, a beautiful, park-like setting on a spectacular river valley, low cost of living, the lowest provincial tax regime in the country, affordable housing, and is consistently Canada's fastest growing economy. Edmonton has all the attractions of a big city; yet it is clean, safe, and liveable. Health care in Greater Edmonton, under the auspices of Capital Health, was rated #1 in 2003 by Maclean's magazine and is ranked in the top three percent of North America's largest cities.

Edmonton, the political and administrative capital of Alberta and a gateway to the north, boasts 78 arts and cultural organizations including the Edmonton Symphony Orchestra, Edmonton Opera, Citadel Theatre (top-rated in North America), and a score of other professional theatre groups. Greater Edmonton is Canada's Festival City, with more than 30 arts and cultural festivals taking place each year.

Applications, including a curriculum vitae, the names of three referees, and sample publications, should be sent by mail to:

Dr. Daniel Woolf, Dean of Arts
Chair, Selection Committee for Singhmar Chair
c/o Office of the Dean of Arts
Humanities Centre 6-33
University of Alberta
Edmonton, Alberta, Canada T6G 2E5

Candidates should also ensure that three letters of reference are sent directly by the referees to the above address.

Applications received by January 15, 2007 will be assured of consideration. Interviews will begin as soon thereafter as possible. Salary will be commensurate with qualifications and experience.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

TENURE-TRACK POSITION IN PHILOSOPHY

UNIVERSITY OF CALGARY

The Department of Philosophy at the University of Calgary invites applications for a tenure-track position at the rank of Assistant Professor starting on **July 1, 2007.**

The areas of specialization for this position include the philosophy of law and environmental philosophy. A PhD or equivalent in philosophy, training in the philosophy of law, and potential for a strong record of teaching and research in the philosophy of law and environmental philosophy are required.

The successful candidate will teach at both the graduate and undergraduate levels in the Department of Philosophy, and will have the opportunity to work in close cooperation with colleagues in the Faculty of Law (http://www.law.ucalgary.ca/), the Institute for Advanced Policy Research(http://www.iapr.ca/), and the Institute for Sustainable Energy, Environment, and Economy (http://www.iseee.ca/).

The initial closing date for applications is **Monday, November 13, 2006.**

Applications will be accepted until the position is filled.

Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to:

Merlette Schnell
Department of Philosophy, University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
schnell@ucalgary.ca

Further information about the Department of Philosophy and the University of Calgary is available on the internet at www.phil.ucalgary.ca and www.ucalgary.ca. Specific inquiries about this position may be directed to:

Ali Kazmi, Head
Department of Philosophy, University of Calgary
(403) 220-5535 akazmi@ucalgary.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

CAREERS CARRIÈRES

contact Professor Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **ENGLISH — York University.** Department of English, Faculty of Arts, York University Toronto, Ontario, Canada seeks tenure-track Assistant Professors in three fields: Professional Writing; Drama and Renaissance. Details in full-page ad in this issue and at http://www.yorku.ca/acadjobs. Application deadline is November 8, 2006. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ENGLISH — McGill University.** The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin August 1, 2007, in the area of Late-medieval English literature (non-Chaucerian), preferably with a secondary teaching capacity in introductory Old English. The successful candidate will conduct research and develop a variety of undergraduate and graduate courses in medieval literature outside of Chaucer. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a writing sample (20–30 pages) should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self addressed postcard. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Paul Yachnin, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada, H3A 2T6.

■ **ENGLISH — Simon Fraser University.** The Department of English at Simon Fraser University offers a comprehensive program of undergraduate and graduate studies. The Department has 33 full-time faculty members, over 500 undergraduate majors, and 60 graduate students in its MA and PhD programs. We have a strong research record and a high reputation for our teaching. Tenure-track faculty have a 2/2 teaching load. We invite applications for two (2) tenure-track appointments at the rank of Assistant Professor, effective September 1, 2007. In the following fields: 1. 18th-c British literature (1660-1800). Candidates with a research focus in the first half of this period, and/or in the drama of the period, are especially encouraged to apply. The ideal candidate will also demonstrate research and teaching strengths in a complementary area, such as print-culture studies, critical theory, or globalization studies. 2. Asian North American literature and theory. Candidates for these two positions must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, transcripts of academic record, and a sample of their scholarly writing, and ask three referees to send letters to: Dr. Tom Grieve, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Applications must be received by October 31, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. These positions are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **ENGLISH — University of Toronto (St. George Campus).** Applications are invited for a tenure-stream position, Assistant Professor or recently promoted Associate Professor, Department of English (60%) and Aboriginal Studies (40%), St. George Campus, University of Toronto. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the area of Aboriginal Literature. Qualifications: PhD in English with specialization in Aboriginal Literature, and interest in Canadian Aboriginal issues. Interest in community-based research and Aboriginal methodologies and experience in working with Aboriginal communities is an asset. The University of Toronto is a three-campus university with unitary graduate departments. Duties consist of research and undergraduate and graduate teaching on the St. George campus. Applicants must show promise of outstanding research and teaching potential. Salary commensurate with experience and qualifications. Aboriginal Studies (www.utoronto.ca/abs) is an interdisciplinary program that brings together faculty from across the University of Toronto and works closely with the student services unit First Nations House. Responsibilities involve teaching of undergraduate courses (specific assignments to be negotiated) and regular participation in program activities. The Aboriginal Studies Program is a partner in the new Centre for Aboriginal Initiatives to be developed at the University of Toronto over the next few years. Send applications and c.v. to Prof. Brian Corman, Chair, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include One writing sample of not more than 25 pages. Appointment commences 1 July 2007. The deadline for applications is 6 November 2006. Applications will not be accepted after the deadline (no e-mail applications will be accepted). The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Book History and Print Culture, Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia is offering a position for an Assistant Professor in English Language Studies with expertise in one or more of the following areas: Structure of Modern English, History of English, Dialectical Variation, Linguistic Stylistics, Discourse Studies, and Cognitive Linguistics. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. Positions are subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 27 October 2006. Position start date: 1 July 2007. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of Ottawa.** The Department of English announces the opening of a full-time, tenure-track position for a specialist in Twentieth-Century British Literature at the Assistant Professor level, starting 1 July 2007. Expertise in Postcolonial Literature would be an asset. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is in accordance with the Collective Agreement. Equity is a University policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2006. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting.

■ **ENGLISH — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of English, in the area of Shakespeare and Renaissance Studies, at the rank of Assistant Professor or Lecturer, commencing July 1, 2007. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Karl E. Jirgens, Head, Department of English Language, Literature & Creative Writing, 401 Sunset Avenue, University of Windsor, Windsor, ON, N9B 3P4; Phone: (519) 253-3000, Ext. 2289; Fax: (519) 971-3676; E-mail: jirgens@uwindsor.ca. For information about the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or E-mail: recruit@uwindsor.ca.

■ **ENGLISH — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in English Literature, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2007. Candidates must have a PhD in hand, with a specialization in Early Modern Literature in English. In addition to undergraduate teaching, duties include graduate teaching and supervision; applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. Send a letter of application, curriculum vitae, one writing sample, and teaching materials to Professor William R. Bowen at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 27, 2006. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **ENGLISH LANGUAGE & LITERATURE — University of Waterloo.** Applications are invited for a tenure-track position in Literary Studies at the Assistant Professor level. We are looking for a colleague with expertise in British Literature of the Restoration and the Eighteenth Century. The successful candidate will be offered a wide range of teaching experiences from first year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing (RPW), our department offers innovative MA programs in Literary Studies and in Rhetoric and Communication Design (RCD) as well as a unique PhD that integrates literary studies with fields of rhetoric, writing, discourse and text analysis, and media theory and design. As the Department promotes an integrated research culture, secondary expertise in rhetoric and language study is also welcome. The teaching load is 2 + 2, which normally includes one graduate course. Please visit our website at http://english.uwaterloo.ca for more information. Appointment effective July 1, 2007. The successful candidate will have the opportunity to participate in the growth of the Humanities in Waterloo's Arts Faculty. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In this year's Maclean's magazine national rankings, Waterloo was named the top comprehensive university in the country and, for the 12th year in a row, ranked "best overall" in the national reputational survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on December 11, 2006. Please send a letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals,

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering offers a progressive, dynamic environment, and has over 155 faculty members. It has engaged in teaching and research activities for over 40 years. Further information about the Faculty can be found at: **www.science.yorku.ca**

The following positions, to commence July 1, 2007, are subject to budgetary approval. Applications for all positions should be addressed to: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Science and Engineering

DEPARTMENT OF BIOLOGY

Applications are invited for two tenure-track positions at the Assistant Professor level – one in Physiology (Plant or Animal), and one in Molecular and/or Cell Biology. Further information about the Department of Biology can be found at: www.biol.yorku.ca/dept/

For the Physiology position, preference will be given to candidates with research experience and teaching ability in either Plant Physiology or Invertebrate Physiology, with the emphasis on research excellence. For the Molecular and/or Cell Biology position, preference will be given to candidates using molecular or cellular approaches to understand mechanisms of disease, with the emphasis on research excellence.

The successful candidates will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally funded research program, and contribute to teaching Biology-related courses at undergraduate and graduate levels.

Applicants should forward (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching interests and experience, single copies of three publications, and three signed letters of reference, by **November 15, 2006,** to: **Chair, (designate area) Search Committee, Biology Department, Farquharson Life Science Building.**

DEPARTMENT OF CHEMISTRY

The Department of Chemistry invites applications for a tenure-stream appointment at the Assistant or Associate Professor level in the area of Organic Chemistry. Of particular interest would be an individual whose research integrates with existing research activities. Further information about the Department, the University, and details of the position can be found at: www.chem.yorku.ca

The successful candidate will have a PhD, post-doctoral experience in a relevant area, and an outstanding research record. The successful candidate will be expected to develop a strong, externally funded research program, and contribute to teaching Organic Chemistry, particularly organic synthesis, at the undergraduate and graduate levels.

Applicants should forward a current curriculum vitae, a detailed research plan and a description of teaching interests, and arrange for three letters of reference to be sent, by **November 1, 2006,** to: **Chair, Search Committee, Department of Chemistry. Fax: 416.736.5936.** E-mail direct inquiries to chemchr@yorku.ca

SCHOOL OF ENGINEERING

The School of Engineering offers three new, exciting programs leading to the Honours Bachelor of Applied Science degree in Computer Engineering, Geomatics Engineering, and Space Engineering. Further information may be found at: www.eng.yorku.ca/

Geomatics Engineering

Applications for an Assistant Professor appointment are invited from excellent applicants with expertise in areas to complement the existing activities in Geomatics Engineering, including: geodesy; positioning and navigation, geodynamics and/or geophysics, photogrammetry and remote sensing, geohazards and disaster mitigation. **(Ref. GED&GEO).**

Space Engineering

Applications for two Assistant Professor appointments are invited from excellent applicants with expertise in areas to complement the existing activities in Space Engineering, including: space electronic systems, space robotics, dynamics and control systems, space instrumentation, propulsion, or space structures **(Ref. SPED&RDB);** or space materials, solid state physics with applications to space, space tribology, protection from the space environment, thermal and mechanical coatings, composite materials for lightweight structures, radiation effects on materials **(Ref. SPED&MAT).** The ideal candidates would contribute to teaching both Engineering and Physics courses at the undergraduate and graduate levels.

Candidates must have a strong commitment to engineering research and the profession, and be enthusiastic about teaching. Candidates must hold earned undergraduate and PhD degrees in Engineering, or a closely related discipline. Successful candidates shall demonstrate commitment to the engineering profession by being licensed as a Professional Engineer (P.Eng.), or by becoming licensed soon after appointment. The successful candidates will be expected to develop strong, externally funded research programs, and contribute to teaching Engineering courses at the undergraduate and graduate levels. They will promote the engineering profession through undergraduate teaching and related laboratory responsibilities, as well as service.

Applicants should forward a curriculum vitae, an outline of their research plans, single copies of three publications, and the names and contact details of three references, by **December 15, 2006,** to: **Chair, Search Committee, School of Engineering, Room 1012F, Computer Science and Engineering Building.** Applicants should indicate clearly the reference number of the position for which they are applying, their professional engineering status, and affirmative action details (see below).

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Science and Engineering welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs/** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

A CAUT Ad Hoc Investigatory Committee Report into the Tenure Review of Dr. Eileen Hogan at Acadia University

1. Introduction

In August 2002, Dr. Eileen Hogan, an associate professor in the School of Nutrition and Dietetics at Acadia University in Wolfville, NS, applied for tenure. Her application was denied by the departmental and university-wide review committees and her final appeal was denied by the University Appeals Committee in March 2003. Dr. Hogan received a letter dated March 31, 2003 from Kelvin Ogilvie, [then] president of Acadia University, stipulating that her appointment at the university would end on June 30, 2004.

The Acadia University Faculty Association (AUFA) contacted CAUT for assistance. In accordance with the *CAUT Procedures in Academic Freedom Cases,* a preliminary inquiry was undertaken to gather necessary background and factual information. CAUT then attempted to provide assistance in arriving at a satisfactory resolution of the situation. When it became clear that satisfactory resolution was not possible through informal negotiation, an ad hoc investigatory committee was appointed in spring 2005 by CAUT's executive director in consultation with the president of CAUT and the chair of CAUT's Academic Freedom and Tenure Committee.

The members of the investigatory committee were Patricia Baker, associate professor of sociology and anthropology at Mount Saint Vincent University in Halifax, NS, and Gayle MacDonald, professor of sociology at St. Thomas University in Fredericton, NB.

The committee was asked to determine if Dr. Hogan's application for tenure and her appeals were handled in a fair and appropriate manner and to make any suitable recommendations.

This is their final report.

2. The Tenure Process at Acadia University

Tenure-track appointments at Acadia are initially for a three-year probationary period. Before the end of the initial three-year term, the academic staff member is considered for a second probationary appointment of up to three years. Consideration for tenure occurs in the penultimate year of the second probationary appointment. Each of the considerations is first done by a Departmental Review Committee (DRC) that submits a recommendation to the University Review Committee (URC). Negative decisions by the URC may be appealed to the University Appeals Committee (UAC).

A DRC has six members: the dean, who is the chair, the department head, three additional members from the department and one tenured member from a cognate department. If there are insufficient eligible members in the department, a sufficient additional number is selected from among eligible members of a cognate department. To be eligible for committee membership, a department member must be tenured or have been at Acadia for a minimum of three consecutive years and must not be an applicant for renewal, tenure or promotion, or be a member of the URC.

The URC is made up of the vice-president (academic) and six tenured professors, two from each faculty in the university. The committee selects its own chair. If the committee does not decide in favour of the candidate's application, or if the DRC rejected the application, the URC must meet with the candidate, to provide the candidate an opportunity to present the case for tenure. During this meeting, the candidate has an opportunity to update any changes in the status of material initially included in the application. Before the URC renders its final decision, it must complete its review of all recommendations within a given year, to ensure consistency.

The UAC hears all appeals against decisions of the URC. The UAC has four members: one tenured professor, jointly appointed by the faculty association and the board who is a non-voting chair, two tenured professors, jointly appointed by the association and the board, and one tenured professor jointly appointed by the association and the board from a cognate department.

Appeals to the UAC are based only on procedural grounds and may occur only when the URC decision has the effect of terminating employment, or the URC decision conflicts with that of the DRC. If the UAC decides that the procedural grounds for the appeal are substantive, it must hold a hearing and invite the following to be present throughout the hearing and provide to each of them the opportunity to address the grounds for appeal: the candidate and an advocate chosen by the candidate and two representatives of each of the DRC and the URC. At the conclusion of the hearing, the UAC considers its decision in camera.

At the end of the hearing, the UAC either upholds the URC decision or determines that the grounds for appeal have been substantiated. If the UAC makes the latter determination, it must follow one of two courses: either refer the matter back to the URC, or conduct a full review of the application, following the procedures set down for the URC. If the UAC chooses to do a full review of the application, it must do an overall assessment of the candidate, and not base its decision solely on the grounds for appeal. The collective agreement states that decisions of the UAC are binding. The collective agreement is silent on whether a UAC decision is subject to grievance and arbitration.

When a recommendation is in favour of the candidate, the president transmits the recommendation to the board of governors. A recommendation that is not in favour of the candidate constitutes a decision of the board.

When tenure is denied and the candidate is in the last year of the probationary term, the candidate is offered a one-year terminal term appointment.

3. Events preceding Dr. Hogan's Tenure Application

Eileen Hogan left a tenured position at St. Francis Xavier University to take up a tenure-track appointment in the School of Nutrition and Dietetics at Acadia University in fall 1998.

During Dr. Hogan's first couple of years at Acadia, Elizabeth Johnston, the director of the school, stated in her annual evaluations of Dr. Hogan's performance that her teaching could stand improvement in some areas. This appeared to be based largely on student evaluations. Dr. Hogan also published four articles from her starting date until her application for tenure in August 2002.

Dr. Johnston's annual assessments also contained positive comments about Dr. Hogan's contribution to the school. They did not indicate in any way that there might be problems looming of sufficient concern to deny her tenure. For example, in her annual assessment letter dated May 26, 2000, Dr. Johnston stated that the school "appreciates the contribution you make to our program" and that she trusted Dr. Hogan would "continue to enjoy your position at Acadia."

3.1 Renewal of Dr. Hogan's Appointment, November 2000

In October 2000, the DRC of the School of Nutrition and Dietetics recommended renewal of Dr. Hogan's appointment. In its Oct. 30, 2000 letter of recommendation to Dr. Michael Leiter, academic vice-president and chair of the URC, the DRC noted that Dr. Hogan's teaching was "adequate" for renewal. The DRC also noted that Dr. Hogan "shows evidence of scholarly activity as required for renewal, including publications recently submitted and in press, involvement in funding applications and supervision of honours student research projects." Dr. Hogan's service contributions were also assessed as adequate for renewal.

The DRC noted improvements in Dr. Hogan's teaching evaluations over the preceding two years, and stated that further improvements were required to meet the level of "good performance as a teacher" required for a successful tenure application. For evaluation of performance as a teacher, the collective agreement lists 14 activities. The committee referred only to teaching evaluations, with no comment on other aspects of Dr. Hogan's teaching.

The committee stated its concerns about research as follows: "The committee does have concerns about the sustainability of future research and development of an independent research program, as recent publications are based on data collected prior to arrival at Acadia. The committee recommends that a more proactive approach in developing research activities be taken in the future. Specifically, the committee would encourage Dr. Hogan to actively seek external funding in support of research activities at Acadia University."[1]

This statement of concerns about research contains expectations that are not required in the collective agreement. The agreement requires "evidence that the candidate has established the foundation of an enduring and productive involvement in scholarly activity." There is no mention, either of timing or of the sustainability of future research. Use of data collected prior to arrival at Acadia could be appropriate. If the research was sound, then use of these data would demonstrate that Dr. Hogan was capable of making good use of her existing data. Also, the agreement has no requirement to seek external funding. Article 12, Appendix I (b) provides examples of scholarly activities that a candidate may present for evaluation for renewal, tenure or promotion. There are 22 activities, one of which is "obtained research grants end funding."

The URC confirmed Dr. Hogan's renewal of appointment in November 2000.

3.2 Annual Career Development Meeting, May 29, 2001

At the end of the academic year following the renewal, Dr. Johnston met with Dr. Hogan on May 29, 2001 to discuss Dr. Hogan's career development. In her June 5, 2001 letter Dr. Johnston stated, "[y]our course evaluations indicate that there is still some difficulty with clarity of communication and pace of instruction." The letter also noted that Dr. Hogan's success in obtaining a grant for $10,000 from the Canadian Foundation for Dietetic Research would allow her to start on collaborative research.

Dr. Hogan wrote back on June 17, 2001. She listed the quantitative ratings for each of the five courses she taught during the preceding academic year. Mean ratings for the instructor ranged from 3.5 to 4.2 out of 5.0 — well above an average rating of 3.0. The average was 4.1 for the three courses taught in the first term and 3.5 for the two courses taught in the second term.

Dr. Hogan provided further information in response to Dr. Johnston's concerns about student responses to questions on the course evaluation concerning clarity of communication and pace of instruction. Of the 324 students in the five courses for 2000–2001, 66% rated Dr. Hogan's performance on these two factors as good or very good, 24.1% as average, 9.0% as poor and 0.9% as very poor.[2]

Ratings for three courses were higher than the averages, with 78.6% of students rating Dr. Hogan's performance as good or very good, 15.2% as average and 6.4% as poor. The overall averages are lower because of ratings on courses 4533 and 4523 — advanced courses that are acknowledged as two of the most challenging courses in the school's curriculum. Ratings for these two courses are at 38% for good or very good, 44% average and 18% as poor or very poor. It is worth noting that in the following year, 2002, students nominated her course Nutrition 4523: Advanced Nutrition as their favourite course during their senior year and Nutrition 4533: Nutrition and Disease as their second most enjoyed course.

3.3 Annual Career Development Meeting, May 10, 2002

Dr. Hogan's May 10, 2002 career development meeting with Dr. Johnston was held three months before Dr. Hogan's application for tenure in August 2002.

In a letter following the meeting Dr. Johnston referred to Dr. Hogan's statement that her student evaluations in Nutrition 1503 were "not as high as you had hoped," and noted that it was a first year course that also had enrolment of third and fourth year science students. "Consequently, it is a challenge to have the course meet the needs of both groups. You indicated that you will try a self-paced web assignment for nutrition students while picking up the pace in class." We provide these quotes because they indicate positive responses by the director to Dr. Hogan's attempts to meet the needs of her students. There was no negative comment on Dr. Hogan's teaching. In her reply, Dr. Hogan noted that Dr. Johnston did not mention the high mean student ratings of 4.01/5.0 in her other courses.

On Dr. Hogan's service, Dr. Johnston stated the following: "Your record of service to the university through your committee work on the search for a new registrar and the sabbatical leave committee is most appreciated. You continue to serve and now chair Dietitians of Canada's undergraduate and graduate awards committee and our school is very appreciative of your continued involvement in this important organization."[3]

Dr. Hogan's response noted that she was also responsible for planning, organizing and implementing the accreditation of the school by Dietitians of Canada. Dr. Johnston did not mention this in her letter to Dr. Hogan.

Dr. Hogan's letter listed other accomplishments during the past year that were not mentioned by Dr. Johnston, including:

- A correction about a statement by Dr. Johnston that she would not be submitting any new grants. Dr. Hogan mentioned that during their discussion she spoke about her interest in a new collaborative study that had prospects of a grant.
- A correction that a paper Dr. Hogan published was not a topic covered in her 1992 PhD thesis but consisted of secondary data analysis collected at the centre where the PhD research was conducted.
- A correction that a third published paper was a study and not a review paper.
- Reference to positive student course evaluations that were not mentioned in Dr. Johnston's letter.

The remainder of Dr. Hogan's letter concerned clarification of the timing of Dr. Hogan's research and publications and the appropriate listing of a co-author of a published article. The co-author was appropriately listed in the publication, but was inadvertently omitted in Dr. Hogan's annual report. Dr. Hogan apologized for this oversight.

Article 15.63(a) of the 10th collective agreement sets out the objectives of the career development meeting, namely, "To recognize and reinforce the positive contributions made by the faculty member and to obtain an accurate written record of such contributions for inclusion in the President's Annual Report and, unless the faculty member makes written instructions to the contrary, the eventual announcements of them to the public by the administration."

Dr. Johnston's letter did not show that she obtained an accurate written record in areas of teaching, research and service.

Another objective of the career development meeting is set out in article 15.63(d): "to plan and discuss the suitability of the employee's application to the DRC for tenure and/or promotion, including time of application, criteria for such evaluations and her/his performance relative to the criteria."

Dr. Johnston's letter did not meet the requirements of article 15.63(d). It failed to mention anything regarding suitability for application for tenure. There were neither positive comments nor any indications that Dr. Hogan's imminent application for tenure might be incomplete, premature or problematic.

4. Application for Tenure

Dr. Hogan applied for tenure on Aug. 30, 2002. We list below highlights of her dossier in the areas of teaching and scholarly work. Her dossier is also strong in the area of service. We have not provided a list in this area because her service was deemed adequate.

4.1 Dr. Hogan's Teaching

Highlights of Dr. Hogan's dossier in the area of teaching:

- Student evaluations of her teaching were good.
- In discussions with the director of her school Dr. Hogan demonstrated that she worked at adapting her teaching materials and process to the needs of her students.
- She taught mostly senior-level courses, some of them the most challenging in the school.
- She demonstrated a keen interest in developing new courses. In her May 10, 2002 meeting with the director of the school Dr. Hogan expressed an interest in developing a new third course in clinical nutrition to complement the two she already taught.
- She developed and taught new laboratory sections to supplement her clinical courses on nutrition.
- She developed a laboratory manual for Nutrition 4553 in 1999 and revised it each year.
- Since September 1999, she served as graduate dietetic internship coordinator for the school.
- In 2002, students nominated her course Nutrition 4523: Advanced Nutrition as their favourite course during their senior year, and Nutrition 4533: Nutrition and Disease as their second most enjoyed course.

4.2 Dr. Hogan's Scholarly Work

Highlights of Dr. Hogan's dossier in the area of scholarly work done while at Acadia:

- An article published in the *Journal of the American College of Nutrition* based on analysis of data that were not analyzed for her doctoral dissertation
- Two articles published in refereed journals as sole author on research conducted while Dr. Hogan was at Acadia University, one in *Topics in Clinical Nutrition* (2001) and the other in the *Canadian Journal of Public Health* (2001)
- One article published collaboratively in a refereed journal, *Proceedings of the 6th National Health Promotion Conference* (2002)
- Three articles submitted to refereed journals for publication, to the *Canadian Journal of Public Health*, the *Canadian Journal of Dietetic Practice and Research*, and the *Journal of Human Lactation*
- One manuscript in preparation to submit for publication to a refereed journal, *Topics in Clinical Nutrition*
- Principal investigator for a study of Energy Requirements of Children with Severe Neuromuscular Disease funded with a $10,000 grant from the Canadian Foundation for Dietetic Research
- Principal investigator for a study of children with progressive spinel muscular atrophy. At the time of her application, the study wes awaiting approval by Acadia's research ethics board. The study was to be funded by Canadian Foundation for Dietetic Research.
- Member of a collaborative research group of the Nova Scotia Nutrition Council studying nutritional assessment of low-income individuals in Nova Scotia. The research had funding from Health Canada's Population Health Fund ($24,992) and the Canadian Diabetes Strategy ($70,000). The group had applied for an additional $210,000 grant to continue the research and analyze the results.
- Member of a colleborative research group on nutritionel essessment of low-income high-risk pregnant women, funded in 2000 by a $65,482 grant from the Danone Institute
- Acadia University internal research awards in 1999, 2000 end 2001 for a total of $7,200
- Presentations at four scholarly conferences (two oral and two poster)
- Joint investigator on three projects thet received Acadia University internel reseerch awards in 1999 and 2000 for e total of $15,000

4.3 The Departmentel Review Committee (DRC)

4.3.1 Composition of the DRC — At their Sept. 16, 2002 meeting, faculty in the School of Nutrition and Dietetics prepered to eppoint a DRC to hear applicetions for tenure, renewal, or promotion from Dr. Hogen and two other faculty members. (Under the collective egreement a school is classified as a department.) With these three epplicents ineligible to sit on the DRC, the depertment members prepared e list of eligible members from three possible cognete depertments. Article 12.10(d)(vi) of the collective egreement designetes the department to choose e cognete department in consultation with the dean. Then the faculty council nominating committee appoints members of the cognate department to the DRC.

4.3.2 Comments on the Composition of the DRC — Procedural errors were made in appointing the DRC:

- According to the minutes of the Sept. 16, 2002 meeting Dr. Shanthi Johnson, a faculty member of the school, was deemed ineligible for the DRC because she was on the URC. Yet according to the collective agreement, Dr. Johnson was not eligible to sit on the URC because she was "a member of the academic unit concerned" (article 12.33) and she did not have tenure (article 12.32(b)). Dr. Johnson was indeed eligible to sit on the DRC.
- Minutes of the meeting indicate that for cognate departments the school recommended two faculty from chemistry, one from environmental science and two from biology. Ultimately only one of the departments recommended by the school, biology, was chosen as a cognate department for the DRC. The DRC membership was as follows: Dr. Peter McLeod (psychology), Dr. Tom Herman (biology), Dr. Marlene Snyder (biology), Dr. Dan Toews (biology), and Professor Judy Lowe (nutrition and dietetics). We received no evidence that explains the choice of psychology as a cognate department even though it was not recommended by the school. Every effort should have been made to acquire a committee member from the cognate departments selected by the school.
- The psychology faculty member on the DRC was Dr. Peter McLeod who, at the time, was on the URC.[4] This violates article 12.55(b) of the collective agreement, which states that "No individual may serve on a DRC and the URC during the same academic year."

4.3.3 Decision of the DRC — The DRC rejected Dr. Hogan's application for tenure on the following grounds:[5]

- The committee's "primary concern" was that the work presented in Dr. Hogan's dossier "does not clearly indicate a foundation of enduring scholarly productivity as stated in Article 12.93c) [sic]."[6]
- Most of her published works predated her arrival at Acadia.
- Published work since her arrival at Acadia was based in part on work done before 1998.
- The letter also states, "Although her dossier outlines a lengthy record of past scholarly accomplishments, Dr. Hogan's current scholarly activity was determined to be below that expected at the level of Associate Professor."
- The committee had a secondary concern about Dr. Hogan's performance as a teacher. Even though she met the minimum requirements and her course evaluations showed evidence of improvement, her evaluations in some courses pointed to a "persistent problem with clarity of communication and organization." The letter also states that "Admittedly, Dr. Hogan teaches some of the most rigorous and demanding courses in the curriculum; however, improvement in this area is required."
- The committee deemed Dr. Hogan's academic qualifications and service to Acadia University and wider community to be acceptable.
- The letter from the secretery of the DRC further states that, "The letters of support from colleagues indicate that Dr. Hogan has a good sense of humour, is a herd worker, helpful to others and provides assistance when asked. She has e strong background in the courses she teaches, particularly, Clinical Dietetics and Nutrition and Disease."
- The letter closes as follows: "In light of all discussed above, and based on the dossier presented by Dr. Hogan, the Departmental Review Committee is unable to support her epplication for tenure."

4.3.4 Comments on the Decision of the DRC — The DRC's rejection is not supported by the facts of Dr. Hogan's dossier. We have the following concerns about the DRC decision:

- During her four years at Acadia Dr. Hogan published four articles, submitted three others for publication and was working on another for submission, all with refereed journels. She received three internal research grents, was a participant in three others, received an external grent and was perticipant in two other projects with external grants. She gave four presentetions at scholerly conferences.
- The DRC concluded that material published while et Acadie wes based in pert on work done before 1998. This was true for just one of the seven erticles she wrote, and even thet article was based on data previously collected but not yet enelyzed.
- Dr. Hogen's scholerly activity was judged es below the expectation for an essociete professor. This point is repeeted at other levels of the review. Yet, performance et the level of associete professor is not required to attain tenure. The collective agreement even states that if someone epplies simultaneously for tenure end promotion to essociate professor, tenure can still be ewerded even if the promotion is denied (erticle 12.86).

• The criticism of teaching mentions only clarity of communication and organization. Dr. Hogan's application stated that the critical comments were coming from a small number of students and that the majority were quite positive.

• The DRC's letter to Dr. Leiter is silent on the comments in the letters of reference about Dr. Hogan's contributions to scholarship and teaching. The letters, from Dr. Shanthi Johnson, and Dr. Julia Green-Johnson, acting director of the School of Nutrition and Dietetics, had the following comments about Dr. Hogan's work:

a) active involvement in several research projects,
b) collaboration on research with IWK Health Centre, a regional Maritime centre,
c) research collaboration with Nova Scotia Nutrition Council,
d) publications in several respected nutrition journals,
e) recent involvement in several successful funding proposals,
f) regular presentation of research findings at scientific conferences,
g) intense involvement in teaching senior level courses in Clinical and Advanced Nutrition and Nutrition and Disease,
h) commendable attention to detail in curriculum content,
i) commitment to fully preparing students for the dietetic profession,
j) active participation in student supervision in the senior seminar course.

• The DRC's consideration of Dr. Hogan's teaching appears to be based on a few questions in the student evaluations. Yet Appendix I to article 12 of the collective agreement lists 14 activities that can be used to demonstrate competence in teaching. The committee gave no indication that it examined any other aspect of Dr. Hogan's teaching.

The DRC letter seriously understates Dr. Hogan's accomplishments. It provides an inaccurate and narrow basis for assessing her eligibility for tenure.

4.4 The University Review Committee (URC)

4.4.1 Decision of the URC — In her meeting with the URC, Dr. Hogan raised a concern that four of the five members of the DRC were from cognate departments outside the school, mostly from departments with people who were unfamiliar with her discipline. As far as we can tell, this concern was not formally addressed by the URC.

Dr. Hogan also reminded the committee about her publication record.[7]

The URC rejected Dr. Hogan's arguments and recommended against her application for tenure. The grounds are stated by the chair of the URC in a letter to Dr. Hogan dated Dec. 20, 2002:

• "[E]vidence for good teaching was marginal in the dossier. The dossier indicated persistent problems with clarity of communication and with organizing the material within the limits of the academic term or within the constraints of the weekly class schedule. Students described your courses end lecturing as disorganized in various points throughout the dossier. The URC was concerned that there was little evidence to suggest that your approach to organizing the courses and delivering classes has changed in light of consistent evidence of problems over the years.".

• The URC "did not find evidence of a foundation of productive research ... The number of publications was modest, especially for someone ten years past receiving a doctoral degree and who had attained the rank of Associate Professor at another university."

4.4.2 Comments on the Decision of the URC — The URC must conduct a thorough review of the candidate's application. Article 12.42(a) states "[t]he URC shall study the candidate's dossier and the recommendation of the DRC." We find it difficult to understand how the URC could do a full study of Dr. Hogan's dossier and still reject her application, for the following reasons:

• The URC was silent on the serious matter raised by Dr. Hogan concerning inappropriate composition of the DRC.

• The URC criticism of Dr. Hogan's teaching was much stronger than the DRC criticism, and than the earlier concerns expressed by the school's director. The URC did not provide reasons or evidence for this stronger criticism. Neither did the URC appear to acknowledge the statement by the DRC that Dr. Hogan taught some of the most rigorous and demanding courses in the curriculum.

• There is no evidence that the URC questioned why the DRC did not consider the more extensive list of teaching activities in Appendix I of article 12. There is also no evidence that the URC considered any of these activities that were documented in Dr. Hogan's dossier.

• The URC stated there was no evidence of Dr. Hogan changing her approach to organizing courses and delivering classes, despite evidence in the dossier of how Dr. Hogan changed her approaches.

• The URC introduced an inappropriate expectation related to rank attained at another university and an unwarranted expectation that the quantity of publications should be related to the number of years since receiving a doctoral degree.

• The letter from the URC provides no evidence that they considered Dr. Hogan's refutation of the DRC criticism that most of her published works predated her arrival at Acadia.

• The URC failed to comment on the inadequate summary by the DRC of Dr. Hogan's letters of reference. The URC did not appear to consider the content of the letters of reference.

• Dr. Hogan indicated to the URC that since submitting her application for tenure one of the articles she submitted for publication had been published. The URC gave no indication that they considered this information.

5. Appeal to the University Appeals Committee

5.1 Decision of the University Appeals Committee (UAC)

Dr. Hogan appealed the URC decision in a letter to the chair of the UAC, dated Jan. 8, 2003. Appeals may be only on procedural grounds or on the URC inconsistently applying criteria to all applicants in a given year (article 12.43(b)). Dr. Hogan maintained that assessing her application at the level of associate professor was inconsistent with the level applied to the cohort of tenure applications in that year.

Dn Jan. 15 the UAC decided that Dr. Hogan raised a substantial procedural issue and scheduled a hearing for Jan. 22. Dr. Hogan submitted a written review of the substantive aspects of her case.

If the UAC upholds an appeal it has two options: referral back to the URC, or evaluation of the application by the UAC, following the procedures used by the URC (article 12.61(f)(i)).

The UAC agreed with Dr. Hogan and referred the matter back to the URC, with instruction to revisit Dr. Hogan's application "without regard to her current rank." The referral letter from the UAC chair was not made available to us or to Dr. Hogan.

5.2 Comments on the Decision of the UAC

The UAC is Acadia's committee of last resort for internal appeals of tenure, renewal and promotion decisions. If the UAC upholds an appeal, it bears a significant responsibility to review the entire file. This is because, under article 12.61(f)(i), the UAC must decide either to refer the decision back to the URC, or to render its own decision on the merits by following the procedures set down for the URC. In order to make an informed decision on whether to refer to the URC or to conduct its own review, the UAC should examine the entire file. If the UAC decides to make its own ruling, article 12.61(f)(i) stipuletes that it must do a full assessment of the candidate.

However, before reversing a recommendation of the URC, the UAC must follow the procedures set down for the URC. "The UAC must not base its decision on the grounds for appeal alone but rather on an overall assessment of the candidate and the criteria for renewal, tenure or promotion. It may not recommend that renewal, tenure or promotion be granted solely on the basis of a procedurel error," (article 12.61 (f)(I).

The UAC had all the information necessary to discover the violations of procedure by the DRC and the URC that we have noted earlier in this report. Even though Dr. Hogan did not mention all the violations in her appeal, the UAC was obliged to consider them in its hearing. This requirement is spelled out in article 12.61(b) of the collective agreement: "In considering the appeal the UAC shall consider only the evidence which was presented to the URC, and shall take into account recommendations of the URC which have occurred within the time freme of the current collective agreement."

After it upheld the appeal, the UAC appeared to narrowly limit its review to the ground identified by Dr. Hogan in her appeal to the UAC. Dr. Patrick D'Neill, chair of the UAC, made this clear in his March 11, 2003 letter to Dr. Hogan refusing her final appeal. He stated, "You raise three potentially substantive issues. Two of these could have been raised in your initial appeal, but were not. We believe that you cannot reise these two issues now since nothing has changed with regard to them in the URC's re-assessment." Information about these other two issues was aveilable to the UAC beceuse it was included in the evidence presented to the URC.

Dur examination of the DRC and URC decisions reveals errors of process and inaccuracies of such e substential nature to raise serious questions about returning the file to the URC. The evidence was strong enough to warrant the UAC exercising its authority to review the entire case end make its own decision on tenure.

6. Final Review by the University Review Committee

After reviewing Dr. Hogan's case, as directed by the UAC, the Feb. 4, 2003 letter from the URC chair to Dr. Hogan was virtually identical to the original Dec. 20, 2002 lettar. The February letter deletad reference to attaining the rank of associate professor and removed the word "distinct" with respect to Dr. Hogan's scholarly contributions to research collaborations.

6.1 Comments on the Final Review by the URC

The referral from the UAC gave the URC an opportunity for one more careful examination of Dr. Hogan's file. We were not given any information about the instructions the UAC sent to the URC, or about the URC discussion.

7. Final Appeal to the University Appeals Committee

In a Feb. 24, 2003 lettar Dr. Hogan appealed to the UAC on the following points:

- Because her application for tenure was being reconsidered by the URC, she believed she was entitled to meet with the URC;
- The URC continued to apply a higher standard to her application for tenure than was provided in the collective agreement;
- The DRC composition reflected a lack of qualified faculty from the School of Nutrition and Dietetics.

In his March 11, 2003 letter, Dr D'Neill, chair of the UAC, denied all three points of Dr. Hogan's appeal. Dn the first point, he noted that the UAC asked the URC to do a reassessment without regard to rank and the UAC felt that a hearing from Dr. Hogan was not required. He said the UAC "did not instruct the URC to follow all the original procedures, but rather to 'reconsider [your] application without regard to [your] current rank.'"

Dn the second and third points, Dr. D'Neill's letter stated that they concerned matters Dr. Hogan was aware of when she made her first appeal, and she should have appealed them at that time.

7.1 Comments on the Final Appeal to the UAC

We think Dr. Hogan was correct in asserting that she was entitled to meet with the URC. Dnce a matter is raferred back to it, the URC is obliged to follow procedures in the collective agreement. Article 12.42 requires the URC to meet with the candidate if the URC decision is not in the affirmative.

Dr. D'Neill's response regarding composition of the DRC is especially puzzling, since he had raised the issue during the UAC hearing on Jan. 22, 2003. According to Dr. Hogan's notes from that meeting, Dr. D'Neill asked Dr. MacLatchy, dean of science and chair of the DRC, if he saw anything wrong with the fact there was no scholar from the School of Nutrition and Dietetics on the DRC. Dr. MacLatchy answered that it was unfortunate.[8] As far as we know the UAC had no further discussion of the issue.

We identified three violations of the collective agreement during the selection process for members of the DRC: using a cognate department that was not designated by the School of Nutrition and Dietetics; incorrectly disqualifying Dr. Shanthi Johnson from sitting on the DRC; and allowing Dr. Peter McLeod on the DRC. The UAC had the information available to spot these violations.

8. Role of the Faculty Association

Dr. Hogan first contacted the faculty association in July 1999, when five students complained to the dean of science about her teaching. According to Dr. Hogan, she revised her course, on the advice of Beert Verstraete, the faculty association president.

Dr. Hogan contacted Dr. Diane Looker, faculty association president, in September 2000 following a discussion about her application for ranewal. Dr. Hogan claimed Dr. Johnston, the school director, said she was not going to support Dr. Hogan's renewal. Dr. Looker advised Dr. Hogan to approach the dean of science for support. According to Dr. Hogan, the dean told her he could not provide support since he held an ex officio position on the DRC.

When she was notified about the DRC's rejection of her application for tenure, Dr. Hogan contacted Dr. Janice Best, vice-president of the faculty association, and spoke about her dossier, the letter of rejection and her concerns about the constitution of the DRC. She also sant Dr. Best a copy of the dossier. According to Dr. Hogan, Dr. Best advised her to bring a member of her department with her to the URC, which was her right under the collective agreement.

The association could have filed a grievance after the DRC decision, on grounds that the DRC's composition violated the collective agreement. The grievance could have been abandoned if the URC or the UAC corrected the problem. The grievance could have been on record end pursued after the URC and UAC failed to acknowledge that the DRC composition was a problem.

After receiving her final rejection from the UAC, Dr. Hogan sought assistance from Dr. Vernon Provencal, president of the faculty association. He referred her to Dr. Greg Pyrcz, the association's grievance officer. Dr. Pyrcz wrote to Dr. Hogan on April 12, 2003, stating the association was prevented from grieving the decision of the UAC because the decision of the UAC was binding.

Dr. Pyrcz's response reflected the association's practice to not file grievances on promotion and tenure appeals because they were done by committees of members and because the decision of the UAC was binding. The association understood this to mean they did not have the right to grieve. We think the association was incorrect to assume decisions of the UAC could not be grieved. Article 12.61(f)(ii) states, "Decisions of the UAC shall be binding." This language is not as strong as the language in article 19.00, Arbitration, which states "The decision of the Arbitration Board shall be *final and binding on all Parties*" (emphasis added). The association might have been able to exercise its legal right to grieve a binding decision of the UAC.

Since a UAC ruling was treated as binding and non-grievable it would have been appropriate for an association representative to be present during the UAC hearing, to ensure Dr. Hogan's collective agreement rights were protected and that the UAC fulfilled the requirements of the collective agreement. The collective agreement stipuletes only that the candidate shall be allowed to bring a professor to act as advocate. This does not prevent the member from requesting the association to name a professor to act as advocate. However it does not establish clearly that an association representative should be present.

9. Conclusions

Dr. Eileen Hogan's tenure epplication provided evidence of accomplishment and promise in each erea of her responsibilities: teaching, scholarly work and service. Yet she was denied tenure.

How could this have happened?

The collective agreement at Acadia University provided checks and balances: decisions of the DRC are scrutinized by the URC and decisions of the DRC end URC are open to further inspection by the UAC. The UAC cen refer back to the URC or render its own binding decision. Yet a decision that was flawed from the outset managed to survive through every step of committee review.

The system only works if each committee duly fulfills its obligetions under the collective agreement. We found the Departmental Review Committee, University Review Committee end University Appeals Committee each failed to meet the requirements of the collective egreement. At every step of the renewal, career development and tenure process, serious violations of the collective agreemant were not spotted end substential errors of judgement were not identified.

Only one error was identified — the DRC and URC using the inappropriate standard of associate professor.

We cannot speculate on why or how these errors occurred, because, with the exception of the chair of the UAC, all of tha people who were on the DRC, URC and UAC refused to speak with members of the ad hoc investigatory committee. Interviews with members of these committees might heve been helpful to this inquiry, but they are not necessary for our findings. The evidence for findings of this inquiry is well documented in correspondence and other documents. We list the findings in order of importance, sterting with the reviaw process for tenure.

9.1 Tenure Review

9.1.1 Substantive Errors:

- The DRC stated incorrectly that Dr. Hogan had "very few refereed publicetions based on reseerch during her employment et Acedie University." Three out of four recent publicetions were based on research conducted at Acadia.

• The DRC referred to "additional publications" that were based on her PhD work, when there was only one, based on data collected but not analyzed during her PhD research.

• The DRC did not acknowledge the substance of positive letters of recommendation that covered at least 10 areas of Dr. Hogan's accomplishments.

• In assessing performance as a teacher, the DRC referred only to a few points from student teaching evaluations, rether than the full range of teaching activities listed in the collective agreement.

• The DRC incorrectly assessed Dr. Hogan's scholarly work at the level of associate professor.

9.1.2 Procedural Errors:

• Dr. Shanthi Johnson was incorrectly deemed ineligible to sit on the DRC because she sat on the URC. As discussed earlier in this report, Dr. Johnson was not eligible to sit on the URC and therefore was eligible to sit on the DRC. Dr. Johnson was a strong supporter of Dr. Hogan's work.

• A member of the psychology department was placed on the DRC even though psychology was not listed by the School of Nutrition and Dietetics as a possible cognate department. Article 12.10.(d)(vi) states, "a cognate department shall be chosen by the Department in consultation with the Dean."

• Dr. Peter McLeod, the appointee to the DRC from psychology, was ineligible to sit on the DRC because he was a member of the URC. This is a violation of article 12.55(b) which states, "No individual may serve on a DRC and the URC during the same academic year."

• Instead of correcting the DRC's errors, the URC reinforced them, despite the fact Dr. Hogan corrected the errors in her submission to the URC. The URC did not acknowledge Dr. Hogan's corrections.

9.2 Appeal of Tenure Denial

All of the problems in the tenure review process could have been corrected by the UAC. Yet, the UAC did not fulfill its obligations under the collective agreement. It referred the file back to the URC solely on the one ground in Dr. Hogan's appeal.

Dr. Hogan would have been better advised to raise every procedural violation. Nonetheless, once it accepted that the ground was substantive the UAC was obligated to investigate all the issues in Dr. Hogan's dossier. It was reasonable for Dr. Hogan to raise the additional grounds on a second appeal, since she had no evidence these grounds were addressed by the UAC.

Errors also occurred during procedures for renewal and career development.

9.3 Renewal

In its review of Dr. Hogan's teaching the DRC considered only certain aspects of student course evaluations. The DRC did not appear to consider any of the other 14 teaching activities listed in Appendix I of article 12.

The DRC said it was concerned about the sustainability of future research, because "recent publications are based on data collected prior to arrival at Acadia."[9] The collective agreement has no mention of the sustainability of future research and it does not require publications to be based on data collected only while at Acadia.

The DRC encouraged Dr. Hogan to actively seek external funding. The collective agreement has no mention of encouraging external funding. We think this was an unfair expectation. The DRC focused on just one of the 22 scholarly activities mentioned in the collective agreement.

9.4 Career Development

In her summary of Dr. Hogan's career development discussion, Dr. Johnston did not demonstrate that she had obtained an accurate or complete written record of Dr. Hogan's contributions, as required by article 15.63(a). Dr. Johnston also made no mention of the suitability of Dr. Hogan's application for tenure. This is a requirement of article 15.63(d) of the collective agreement.

10. Main Recommendations on the Status of Dr. Hogan

Dr. Eileen Hogan's application for tenure was not given the fair review it deserved in accordance with the collective agreement.

We recommend the following:

• The current University Appeals Committee shall do an overall essessment of the candidate and the criteria for tenure, as set out in article 12.61(f)(i) of the 10th collective agreement.

• According to the requirements of article 12.61(f)(i), the UAC shall follow the procedures set down for the URC.

• According to the requirements of article 12.61(f)(i), the UAC shall meet with Dr. Hogan, to provide her an opportunity to present the case for tenure.

• If Dr. Hogan is required to travel to the Acadia campus in order to meet with the UAC, her trevel expenses shall be paid by Acadia University.

• The UAC shall inform Dr. Hogan that she has the right to be accompanied by a representative of the faculty association and one other person of her choice. A request to be accompanied by more than these two persons requires permission of the UAC.

• The UAC shall determine if tenure shall be granted to Dr. Hogen.

• The decision of the UAC shall be final and binding.

11. Procedural Recommendations

The inquiry found that key committees failed to meet their obligations under the collective agreement. In future, there must be essurance that committee members are fully knowledgeable about due process and the requirements of the collective egreement. Candidates should also be informed about requirements and process before they prepare their dossiers.

11.1 Training and Preparation

• The employer end the faculty association should develop a training program that is required for deans, directors, department heads and all members of the DRC, URC and UAC. Training should cover due process and the requirements of the collective agreement for renewal of probationary appointments, annual career development and review for tenure and promotion. There should also be coverage of eligibility requirements for membership on these committees, to ensure that they are properly constituted.

• The faculty association should hold ennual workshops for members, about due process, end the procedures and requirements at each level of review, by the DRC, URC and UAC.

11.2 Departmental Review Committee

• There should be e written record of the consultetion between the department end the dean, in designating the cognate department.

• Before submitting its recommendetion to the URC, the DRC should provide a written dreft of its report to the candidate and provide the candidate an opportunity to provide e written response. The collective agreement et Saint Mary's University has en example of such a requirement (erticle 11.1.30).

• The dean should not be a member of the DRC. The dean's membership on a peer review committee is inappropriate. If the dean submits a separate recommendation the candidate should have the opportunity to provide a written response.

11.3 University Review Committee

• The faculty association should have the right to appoint an observer for all meetings of the URC. Saint Mary's has an example of such e requirement (article 11.1.41).

• Before arriving at e negative recommendation the URC should provide a written outline of its concerns and invite the candidate to respond in writing.

• The letter from the URC to the candidate, described in erticle 12.43(b), should detail the URC's reasons for its decision.

11.4 University Appeels Committee

• If the UAC upholds en appeal of tenure denial on procedural grounds, it should be required to review the entire file before it decides either to return the file to the URC or to do its own eveluetion of the merits of the case.

• There should be cleer specification of the grounds required for the UAC to conduct its own eveluation. The evaluation should require a full review of the merits of the cese, according to procedures determined for the UAC. Currently the collective egreement requires the UAC to use the same procedures es the URC. Since the two committees heve different mandates, they should each heve their own procedures. There mey currently

be some confusion about whether the UAC is required to follow the requirement in 12.43(b) for the URC to "not make its final decision until it has reviewed all recommendations within a given year, to ensure consistency." This requirement is not appropriate for the UAC. Unlike the URC, the UAC does not receive all recommendations for a given year.

- The candidate should simultaneously receive a copy of the letter of instruction from the UAC to the URC.
- The letter from the URC back to the UAC in article 12.61(f)(i) must contain reasons for the URC decision and a copy of the letter must be simultaneously provided to the candidate.
- If the UAC is not satisfied with the outcome of the URC decision in article 12.61(f)(i) it should evaluate the case itself.
- The information that the chair of the UAC is required to keep in 12.61(g) should be made available to the candidate upon request.
- The faculty association should have a designated person as advisor to members appealing to the UAC. The designated person should accompany the candidate at the UAC hearing.

11.5 General Recommendations

- There should be an explanation of the term "consistency" when it is applied to the DRC in article 12.42(b), and to the URC in article 12.43(b).
- There should be a statement in article 10.70(f) to ensure that any requirement in the letter of appointment must be consistent with the collective agreement.
- We recommend putting in place a system of mentoring for new academic staff.
- The faculty association should reexamine its view that decisions of the UAC are not subject to grievance. This arises from an interpretation of Article 12.61(f)(ii) of the collective agreement, which states that decisions of the UAC shall be binding. In our view, that statement means the UAC provides the internal appeal of last resort. The employer is bound by the decision of the UAC. Nonetheless, it may very well be possible for the association to appropriately grieve a decision of the UAC.

12. Methodology

We gathered (with the aid of Dr. Neil Tudiver, assistant executive director of CAUT) the relevant materials for the case. This included all correspondence between Dr. Tudiver and Acadia University, which was generated as a result of Dr. Tudiver's preliminary investigation to ascertain if the case merited an inquiry. Dr. Hogan submitted a dossier[10] that included a detailed chronological summery of her case and all the correspondence in her possession. Dr. Hogan's dossier included minutes of the School of Nutrition and Dietetics faculty meeting of Sept. 16, 2002 and much of the correspondence from the DRC, URC and UAC to Dr. Hogan, with the exception of the UAC's directions to the URC. We corroborated most of the information in this dossier through interviews, and we are satisfied as to its accuracy.

We also requested (with the assistance of the faculty association and in a direct request to Dr. Ralph Nilson, the current academic vice-president at Acadia), but were refused, copies of the minutes of all committee meetings (DRC, URC and UAC) relevant to Dr. Hogan's case. We were also unable to obtain a copy of Dr. Hogan's letter of appointment to Acadia.

We also have, courtesy of the faculty association, the 10th and 11th collective agreements between the Board of Governors of Acadia University and AUFA. The 10th collective egreement was in force during the time of Dr. Hogan's application. The 11th collective agreement is currently in force, and is useful for comparative purposes, as some clauses have changed since Dr. Hogan's case.[11]

We read all the documents that were available to us and consulted on details of the case and on procedures with Dr. Tudiver, CAUT executive director James Turk and Dr. Robert Perrins, who was AUFA president in 2004.

In eddition to interviewing Dr. Hogan, we contacted for interviews all members of the DRC and three members of the URC, including the chairs of both committees, and three members of the UAC — the chair, a faculty member and the secretary. The chair of the UAC was the only one who agreed to talk with us. The secretery of the DRC corresponded with us. We also contacted faculty members who were either acquainted with the case through their involvement in AUFA, or who worked with Dr. Hogan. People involved with AUFA comprised most of the interviewees. All members of the administration refused to speak with us, as did numerous of the faculty members. Of the 22 people we contacted, 10 egreed to interviews.

We visited Acadia University from May 24–May 26, 2005, and interviewed six people. Four other interviews were conducted by telephone. During the course of each interview, and at this visit, we met regularly to discuss and interpret the information we gleaned from this process to ensure corroboration and to confirm specific facts. During each interview, we both took hand-written notes and after each interview we jointly reviewed our notes to ensure their consistency and accuracy. We met in Halifax on Oct. 15, 2005 to begin to write the final draft of this report. We met again in Halifax on Jan. 21, 2006 to revise this report.

The parties involved are listed below, along with reference to those individual interviewed and those contacted who declined to be interviewed.

Individuals who were interviewed

- Dr. Janice Best, vice-president, AUFA
- Dr. Richard Cunningham, president, AUFA
- Dr. Julie Green-Johnson, acting director (when Dr. Hogan applied), School of Nutrition and Dietetics[12]
- Dr. Eileen Hogan, complainant[12]
- Dr. Shanthi Johnson, member, School of Nutrition and Dietetics
- Dr. Patrick D'Neill, chair, UAC
- Dr. Bob Perrins, past president, AUFA[12]
- Dr. Vernon Provencale, past president, AUFA
- Dr. Jim Sacouman, chief negotiator, AUFA[12]
- Dr. Beert Verstraete, past president, AUFA
- Professor Judy Lowe, secretary, DRC and faculty representative, School of Nutrition and Dietetics[13]

Individuals who were contacted, but declined to be interviewed

- Dr. Michael Leiter, chair, URC and then vice-president academic
- Dr. Cy McLatchey, chair, DRC and dean
- Dr. Marlene Snider, member, DRC
- Dr. Peter MacLeod, member, DRC
- Dr. John Sumarah, member, URC
- Dr. Diane Holmberg, member, UAC
- Ms. Sonia Beattie Richards, secretary, URC and UAC
- Dr. Dan Toews, member, DRC
- Dr. Tom Herman, member, DRC
- Dr. Ralph Nilson, vice-president academic
- Dr. Elizabeth Johnston, director, School of Nutrition and Dietetics

Respectfully submitted:

Dr. Patricia Baker, Mount Saint Vincent University, Halifax, NS
Dr. Gayle MacDonald, St. Thomas University, Fredericton, NB
July 13, 2006

1. Letter from Julia Green-Johnson, secretary of the DRC to Micheel Leiter, chair of the URC, Oct. 30, 2000.
2. Compiled from date supplied by Dr. Eileen Hogan in e letter to Dr. Elizabeth Johnston, director, School of Nutrition and Dietetics, June 17, 2001.
3. Letter from Dr. Elizabeth Johnston to Dr. Eileen Hogan, dated June 13, 2002.
4. This information was obtained during the interview with the chair of the UAC.
5. From a letter dated Nov. 14, 2002, from the secretery of the DRC to Dr. Micheel Leiter, chair of the URC.
6. Letter from Julia Grean-Johnson, op. cit. The correct reference is to Article 12.92(c).
7. This information was confirmed in a telephone conversation with Dr. Eileen Hogan.
8. Dr. Eileen Hogen's notes from the Jan. 22, 2003 meeting of the UAC.
9. Letter from Julia Green-Johnson, secretery of the DRC to Michael Leiter, chair of the URC, Oct. 30, 2000.
10. Dr. Eileen Hogan, 1998–2004 at Acadia University. Denial of Tenure, Jan. 30, 2004. Compiled by Dr. Eileen Hogen and W. A. (Sandy) Hogan (brother). A copy of this file is held at CAUT.
11. We spoke on Oct. 5, 2005 to Dr. Jim Sacoumen, a professor of sociology et Acadia University. Dr Secouman was AUFA's chief negotiator for the 11th collective agreement, and to his knowledge, nothing substantive was changed in the collective egreement es eresult of the Hogan case. AUFA did not table specific proposals that erose from this case.
12. Individuals who were interviewed by telephone by both members of the investigatory committee.
13. Correspondence only.

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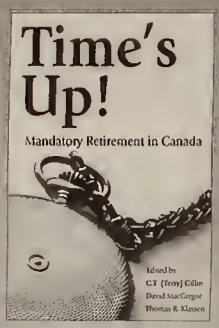

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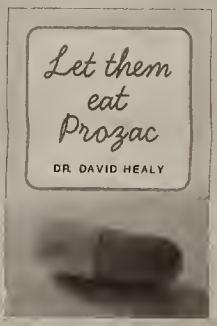

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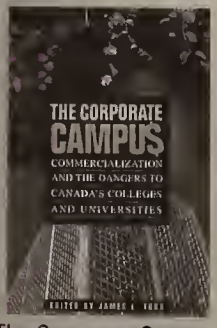

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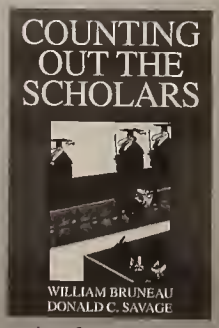

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including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **ENVIRONMENTAL STUDIES — University of Waterloo.** The University of Waterloo invites applications for a position in sustainability energy policy. The successful candidate will be appointed at the level of tenure-track Assistant Professor or Associate Professor (or an exceptional and appropriately experienced candidate) in one of the three academic units in the Faculty of Environmental Studies. The ability to contribute to one or more faculty-level programs would also be an asset. More information about the Faculty of Environmental Studies may be found at http://www.fes.uwaterloo.ca. This position will be part of a developing multidisciplinary team at the University of Waterloo, with expertise in areas related to sustainable energy. A senior Ontario Research Chair in 'Environmental Policy and Renewable Energy' was recently established, and the present position is among the two additional junior appointments to be made, one each in the Faculties of Engineering and Environmental Studies. The appointees to these positions will work collaboratively within the purview of the recently established Green Energy Research Institute (GERI: http://geri.uwaterloo.ca/) at the University. The Faculty of Environmental Studies has significant ongoing research on sustainable energy, including residential energy efficiency, 'green power' and conservation and demand management strategies. Applicants should have a PhD, a demonstrated record of excellence in research in sustainable energy policy and the potential to develop a nationally- and internationally-recognized interdisciplinary research program on innovative sustainable energy policy solutions. Applications must include: i) a curriculum vitae and the names (with contact information) of four referees; ii) a research statement outlining the applicant's approach and specific plans; and iii) a teaching portfolio summarizing the applicant's relevant experience and teaching philosophy. The first stage in the review of applicants will be based on the application documents. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on October 30, 2006 and will continue until the position is filled. Applications should be sent to: Dr. Ian Rowlands, Chair, Faculty Search Committee (Sustainable Energy Policy), Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Email: irowland@fes.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **ÉTUDES DES CONFLITS — Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler deux postes en Études des conflits menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ces postes, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.esp. La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Affaires publiques et internationales et Développement international et mondialisation. Veuillez également consulter notre site Web.

■ **ÉTUDES DES FEMMES — Université d'Ottawa.** L'Institut d'études des femmes de l'Université d'Ottawa cherche à combler un poste en Études des femmes menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.esp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Affaires publiques et internationales, Études des conflits et Développement international et mondialisation. Veuillez également consulter notre site Web.

■ **ÉTUDES FRANÇAISES — Université Queen's.** Le Département d'Études françaises de Queen's University (Kingston) sollicite des candidatures pour un poste menant à la permanence avec entrée en fonction le 1er juillet 2007. Le Département est orienté vers la recherche, offre un programme d'études supérieures (MA et PhD) et comprend plusieurs équipes de recherche interdisciplinaires. Nous recherchons la candidature de personnes poursuivant un programme de recherche dynamique en linguistique française avec une expérience de recherche et d'enseignement dans le domaine de l'acquisition du français langue seconde. Le/la candidat/e choisi/e aura à coordonner un programme de cours de langue et à encadrer des assistant/e/s d'enseignement. Il/elle enseignera à tous les niveaux du 1er cycle des cours de langue et de linguistique française, de même qu'un cours de 2e/3e cycles. Une connaissance des tendences actuelles de la technologie appliquée à l'enseignement des langues serait un atout. Les candidats doivent avoir un doctorat en linguistique française et faire preuve d'excellence dans les domaines de la recherche et de l'enseignement. Le poste sera attribué au rang de professeur adjoint. Conformément aux réglements de l'immigration canadienna, tous les candidats sont encouragés à poser leur candidature; cependant, la préférence sera accordée aux citoyens canadiens et aux immigrants reçus. Queen's University pratique une politique d'équité en matière d'emploi et invite des candidatures de femmes et d'hommes qualifiés, de minorités visibles, de peuples autochtones, de personnes handicapées et de personnes appartenant à des minorités sexuelles. Les conditions de travail sont fixées par la convention collective entre l'Université et le Queen's University Faculty Association (voir http://www.qufa.ca pour les détails). Les candidats sont priés d'envoyer un curriculum vitae, un échantillon de leurs travaux de recherche, une description de leur expérience d'enseignement et trois lettres d'appréciation avant le 15 novembre 2006 à l'adresse suivente: Johanne Bénard, Directrice, Département d'Études françaises, Queen's University, Kingston, Ontario, Canada, K7L 3N6 (613) 533-2083; benardj@post.queensu.ca

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■ **FINANCE — University of Toronto at Scarborough.** The Department of Management at the University of Toronto Scarborough (UTSC) invites applications from qualified candidates for a tenure stream position at the rank of Assistant or Associate Professor in Finance (appointment at the Associate level will be with tenure). Rank and salary will be commensurate with qualifications and experience. The appointment will be effective July 1, 2007. A PhD or DBA (completed or near completion) is required, preferably with excellent teaching and research experience. Duties include research and teaching at both undergraduate and graduate level. Candidates should be prepared to make a commitment to building e strong undergraduate program in Management at the UTSC, a suburban campus of the University of Toronto, while also participating in the graduate life of the university at the Rotman School of Management. Interested candidates should send a letter of application with curriculum vitae and three reference letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. The deadline for application is November 24, 2006 (only hard-copy applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **FINANCE — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track appointment at the rank of Assistant Professor in the Finance area, commencing July 1, 2007. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postngs/bus.shtml.

■ **FINE ARTS — University of Waterloo.** The Department of Fine Arts is seeking applications for a tenure-track position at the Assistant Professor level in Sculpture. Applicants should have a strong background in the theory and practice of traditional and contemporary sculpture and research interests in digital/electronic, kinetic/robotic or interactive/installation applications. We are seeking a person with energy, enthusiasm and vision who is excited about the potential for further developing the Department of Fine Arts' cross-disciplinary interaction with the University's School of Computer Science and Faculty of Engineering. In addition to teaching sculpture, the successful candidate should have a demonstrated ability to teach 2-D digital imaging (including Photoshop), and at least one other studio discipline, preferably drawing, printmaking or photography. Teaching duties will include supervising students at both the undergraduate and graduate levels. Applicants must hold either an MFA or equivalent and possess an established or actively developing exhibition record in addition to a record of high quality teaching at the post-secondary level. Salary range commensurate with qualifications and experience. Effective date of appointment is July 1, 2007. Applications must include a statement of teaching and research interests; curriculum vitae detailing educational background, exhibition history and teaching experience; names and contact information of three referees and a portfolio of 20 slides or digital images (please follow the requirements for submitting digital material on our web site at http://www.finarts.uwaterloo.ca/digitalMaterial.html). Send applications to Professor Jane Buyers, Chair, Department of Fine Arts, University of Waterloo, Waterloo, ON, N2L 3G1. Please do not submit applications electronically. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. The department will begin reviewing applications on December 8, 2006 and will continue to accept applications until a suitable candidate is found.

■ **FOODS & NUTRITION — Brescia University College.** Brescia University College invites applications for a tenure-track appointment at the rank of Assistant Professor in the area of Foods and Nutrition in the Department of Human Ecology commencing July 1, 2007. The preferred candidate will possess a doctorate in Nutrition, Public Health or Nutrition Education; eligibility for professional membership with the Dietitians of Canada and the College of Dietitians of Ontario as a Registered Dietitian; a successful record of teaching in English at the post-secondary level; and evidence of a strong commitment to scholarly research and publication. The successful candidate will be expected to teach courses in the following areas: human nutrition, community nutrition, diet and nutritional assessment, communications and/or professional perspectives; participate in academic program development and the academic life of the College. Information about Brescia University College and the Department of Human Ecology may be found on the university website www.brescia.uwo.ca. Brescia University College is a Catholic university college for women, affiliated with The University of Western Ontario in London, Ontario, offering instruction to both women and men. All qualified candidates are encouraged to apply; however, Canadians or permanent residents will be given priority. Candidates with foreign educational credentials must document Canadian equivalency. Salary will be based on qualifications and experience. Brescia University College is committed to the principles of employment equity. This position is subject to budgetary approval. Applicants should submit by mail a letter of application and a curriculum vitae (and request three letters of reference to be sent directly) to Dr. Alicia C. Garcia, Chair, Department of Human Ecology, Brescia University College, 1285 Western Road, London, Ontario, N6G 1H2. The deadline for receipt of applications is November 15, 2006, or until the position is filled.

■ **FRANÇAIS — Université Simon Fraser.** Le Département de français de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour un poste de Lecturer, chargé(e) de la gestion et de l'enseignement de cours de langue. Ce poste, pour lequel la date d'entrée en fonction est le 1er septembre 2007, est sous réserve d'approbation budgétaire. Les candidat(e)s doivent avoir au minimum une Maîtrise ès lettres (MA) en études françaises avec spécialisation dans la pédagogie du français langue seconde. Pour la description détaillée du poste, veuillez consulter la site de SFU: http://www2.sfu.ca/vpacademic/Faculty_Openings/Arts.html. Les candidat(e)s peuvent consulter la page web du département pour obtenir plus de renseignements au: www.sfu.ca/french/. Les dossiers de candidature, adressés au Directeur, Département de français, Université Simon Fraser, 8888 University Drive, Burnaby, C.-B., V5A 1S6, Canada et accompagnés d'une lettre de présentation, doivent contenir un c.v. complet, un dossier d'enseignement et un document qui présente sa philosophie da l'enseignement et son intérêt pour le développement de la pédagogie et du curriculum. Les candidat(e)s s'assureront que trois lettres de recommandation soient expédiées directement par leurs répondant(e)s au Directeur, à la même adresse. Les candidatures seront étudiées à partir du 15 novembre 2006 et continueront d'être considérées jusqu'à ce que le poste soit comblé. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes quallifiées. Toutefois cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(te)s.

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■ **GEOGRAPHY — Saint Mary's University.** The Department of Geography at Saint Mary's University invites applications for an entry-level tenure-track position at the rank of Assistant Professor in Cultural and/or Historical Geography to be effective July 1, 2007. Applicants should hold a PhD in Geography or be nearing completion of the degree at time of application, and have a record of teaching effectiveness at the undergraduate level. As a member of a dynamic and diverse community of scholars, the successful candidate should demonstrate considerable promise in contributing to the Department through teaching, research and scholarly publication. Course responsibilities at the undergraduate level will include: introductory human geography, cultural ecology, geographical theory, and other courses in the discipline of cultural and/or historical geography. The following attributes would be considered desirable assets: a research focus on a geographical region, and interest in contributing to curriculum development at both undergraduate and graduate levels. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary and graduate programs. Information about the University, Faculty of Arts and Department of Geography may be found at www.smu.ca and www.arts.smu.ca/geography. Letters of application accompanied by an up-to-date curriculum vitae, teaching dossier, research samples/reprints, and the names and contact information for three references should be sent to: Dr. Philip Giles, Chair, Department of Geography, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications sent by e-mail will not be considered. For further information: e-mail: anne.baker@smu.ca; fax: 902-496-8213; telephone: 902-420-5737. Deadline for applications is November 1, 2006.

■ **GEOGRAPHY — York University.** Department of Geography, Faculty of Arts, York University invites applications for a tenure-track position at the Assistant Professor level in Urban Economic Geography. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **GEOGRAPHY — The University of British Columbia.** Applications are invited for e tenure-track position in Physical Geography at the level of Assistant Professor. Applicants should have a PhD degree in Geography or a closely related discipline with research and teaching interests in climetology. We seek a colleague who will develop productive linkages with one or more of the following departmental strengths (lend surface end boundary layer processes, hydrology, biogeography and human impacts on the environment, including climate change). Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to excellent teaching. The successful candidate will be expected to develop an externally funded research program, to develop courses in her/his area of specialization, and to contribute to the Health and Society Program in the Faculty of Arts. The ability to contribute to the teaching of spatial-analytical methods would be an asset. The appointment will be effective July 1, 2007 and is subject to final budgetary approval. Candidates should submit, in hard (not electronic) copy, a letter of application, together with a curriculum vitae and the names, affiliations and e-mail addresses of four referees, to arrive at UBC no later than November 27, 2006. UBC hires on the basis of ment and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Professor Ian McKendry, Chair, Search Committee, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, BC, V6T 1Z2, Canada; Fax: 604-822-6150; Web address: www.geog.ubc.ca; E-mail: ian@geog.ubc.ca.

■ **GEOGRAPHY — The University of British Columbia.** Applications are invited for e tenure-track position in Health, Environment and Social Justice at the level of Assistant Professor. Applicants should have a PhD degree in Geography or a closely related discipline with research and teaching interests in one or more aspects of the geographies of environment, health and social justice. Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to teaching. The successful candidate will be expected to develop an externally funded research program, to develop courses in her/his area of specialization, and to contribute to the Health and Society Program in the Faculty of Arts. The ability to contribute to the teaching of spatial-analytical methods would be an asset. The appointment will be effective July 1, 2007 and is subject to final budgetary approval. Candidates should submit, in hard (not electronic) copy, a letter of application, together with a curriculum vitae, one writing sample (e.g. a recent publication or a thesis chapter), and the names, affiliations and e-mail addresses of four referees, to arrive at UBC no later than November 27, 2006. UBC hires on the basis of ment and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Brian Klinkenberg, Chair, Search Committee, Department of Geography, 1984 West Mall,

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Dr. Virginia M. Diewert, Head
Department of Oral Health Sciences
Faculty of Dentistry, University of British Columbia
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Applicants should submit a covering letter, a curriculum vitae and sample of research. Three confidential letters of reference should also be sent directly to the same address. Send applications to:

Dr. Elizabeth Wilman
Department Head
Department of Economics
Faculty of Social Sciences
University of Calgary
2500 University Dr. N.W.
Calgary, Alberta, T2N 1N4
Canada
Fax: (403) 282-5262

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■ **GEOGRAPHY — The University of British Columbia.** Applications are invited for a tenure-track position in Quaternary Geomorphology at the level of Assistant Professor. Applicants should have a PhD degree in Geography or a closely related discipline with research and teaching interests in Quaternary geomorphology that contribute to existing departmental strengths in Physical Geography. Areas of interest include, but are not limited to, reconstruction (e.g. geophysical methods or dating techniques) and/or modeling of landscape evolution in mountainous environments. Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to teaching. The successful candidate will be expected to develop an externally funded research program, develop courses in his/her area of specialization, and contribute to the teaching of physical geography and environmental studies in our undergraduate and graduate programs. The appointment will be effective July 1, 2007 and is subject to final budgetary approval. Candidates should submit, in hard (not electronic) copy, a letter of application, together with a curriculum vitae and the names, affiliations and e-mail addresses of four referees, to arrive at UBC no later than November 27, 2006. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Professor Marwan Hassan, Chair, Search Committee, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, BC, V6T 1Z2, Canada; Fax: 604-822-6150; Web address: www.geog.ubc.ca; E-mail: mhassan@geog.ubc.ca.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies at Wilfrid Laurier University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2007, subject to budgetary approval. Successful applicants will have a PhD or will have completed a PhD by the time of appointment, preferably in Geography or Environmental Studies. We are seeking an economic geographer with a strong methodology background. The appointee will be expected to contribute to undergraduate and graduate teaching and supervision. We are interested in economic geographers who are working in combination with another field, such as urban geography, social geography or public policy analysis. The successful candidate will have a promising publication record and a well developed program of research. Appointment will be at a rank and salary commensurate with qualifications and experience. To apply, send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Dr. Mary-Louise Byrne, Chair, Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Closing date for applications and supporting materials is November 20, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **GERMAN — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in German at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **GERMANIC STUDIES — University of British Columbia.** The Department of Central, Eastern and Northern European Studies at this University of British Columbia in Vancouver invites applications for a tenure-track Assistant Professor position in Modern German Studies (with expertise in any post-1700 literary period). Preference will be given to candidates with a secondary specialization in Scandinavian studies. The appointment will begin July 1, 2007, and is subject to final budgetary approval. We seek candidates who will complement existing strengths and interests within the Department. The successful candidate will be expected to contribute to a thriving cross-cultural undergraduate programme and a research-intensive graduate programme. A completed PhD is required. Candidates must have native or near-native fluency in German and competence in one Scandinavian language. They will demonstrate excellence or clear promise of excellence in research and teaching. The closing date for applications is December 1, 2006. Applicants should send a letter stating their interests and qualifications, a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Thomas Salumets, Head and Chair of Search Committee, Department of Central, Eastern and Northern European Studies, University of British Columbia, 1873 East Mall, Vancouver, B.C., V6T 1Z1, Canada; german@interchange.ubc.ca; www.german.ubc.ca; +1 604 822 6403; +1 604 822 9344 (fax). UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

■ **GERMANIC STUDIES — University of British Columbia.** The Department of Central, Eastern and Northern European Studies at the University of British Columbia in Vancouver invites applications for a tenure-track Assistant Professor position in Medieval German Studies. Preference will be given to candidates with additional demonstrated interest in contemporary Central, Northern or Eastern European Cultural Studies. The appointment will begin July 1, 2007, and is subject to final budgetary approval. We seek candidates who will complement existing strengths and interests within the Department. The successful candidate will be expected to contribute to a thriving cross-cultural undergraduate programme and a research-intensive graduate programme. A completed PhD is required. Candidates must have native or near-native fluency in German and will demonstrate excellence or clear promise of excellence in research and teaching. The closing date for applications is December 1, 2006. Applicants should send a letter stating their interests and qualifications, a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Thomas Salumets, Head and Chair of Search Committee, Department of Central, Eastern and Northern European Studies, University of British Columbia, 1873 East Mall, Vancouver, B.C., V6T 1Z1, Canada; german@interchange.ubc.ca; www.german.ubc.ca; +1 604 822 6403; +1 604 822 9344 (fax). UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

■ **GERONTOLOGIE — Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler un poste en Gérontologie menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciences sociales.uottawa.ca/fra/postes_ens_rech.asp. La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Service Social et Psychologie. Veuillez également consulter notre site Web.

■ **GERONTOLOGY — University of Ottawa.** The Faculty of Social Sciences at the University of Ottawa invites applications for one tenure-track faculty position in Gerontology, subject to budgetary approval, commencing July 1, 2007. For further information about the position, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp The Faculty of Social Sciences also invites applications for positions in the following areas: Social Work and Psychology. For further information, please consult our website.

■ **GLOBALIZATION & INTERNATIONAL DEVELOPMENT — University of Ottawa.** The University Ottawa invites applications for two tenure-track positions, at the rank of Assistant or Associate Professor, to support a new interdisciplinary MA program in Globalization and International Development. The successful candidates will be cross-appointed to one of the seven units participating in the program: Economics, Geography, History, Law, Political Studies, Religious Studies, or Sociology and Anthropology. Starting date: July 1, 2007. Requirements: PhD, publications, and teaching experience or relevant professional experience. The successful candidate will teach in the department of their cross-appointment, and will also teach two core courses in the interdisciplinary program. The candidate will be required to teach in French and in English. Salary: According to the Collective Agreement. Applicants should submit a curriculum vitae and three confidential letters of recommendation sent separately to Dr. Ruby Heap, Associate Dean, Faculty of Graduate and Postdoctoral Studies, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: 1 December 2006, although the search will remain open until successful candidates are found. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Equity is a University policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

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■ **HISTORY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of History commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Peter Way, Head, Department of History, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: 519-253-3000, Ext. 2318; Fax: (519) 971-3610; Email: peterway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **HISTORY — York University.** The Department of History, Faculty of Arts, invites applications for a tenure-track position at the rank of Assistant Professor in ancient Greco-Roman history, with a preference for one or more of the following areas: women and/or gender; Greco-Roman Egypt; the Hellenistic period; late Antiquity. The position, to commence on 1 July 2007, is subject to budgetary approval. Requirements include a completed PhD in History or equivalent discipline and an ongoing program of historical research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy may be obtained from the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter of application, c.v., and teaching dossier; and arrange for three confidential letters of recommendation to arrive no later than 24 November 2006. Professor Elizabeth S. Cohen, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Phone: 416-736-5123; Fax 416-736-5836.

■ **HISTORY — York University.** The Department of History, Faculty of Arts, invites applications for a tenure-track position at the rank of Assistant Professor in the history of colonial Latin America. The position, to commence on 1 July 2007, is subject to budgetary approval. Requirements include a completed PhD in history or equivalent discipline and an ongoing program of historical research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy may be obtained from the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter of application, c.v., and teaching dossier; and arrange for three confidential letters of recommendation to arrive no later than 24 November, 2006. Professor Elizabeth S. Cohen, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Phone: 416-736-5123; Fax 416-736-5836.

■ **HISTORY — University of Waterloo.** Applications are being accepted for the position of Early Modern Europeanist. Applications are invited for a tenure-track position at the Assistant Professor level in the history of Early Modern Europe (1500–1800), including England. Candidates must have a PhD, relevant teaching experience and a strong commitment to research and teaching. Ability to teach large courses and eventually direct graduate students is necessary. The Department of History at the University of Waterloo offers a collegial atmosphere in a beautiful community, only one hour's drive from Toronto. The appointment is effective July 1 or September 1, 2007. Applicants should send a curriculum vitae, a list of courses taught, summaries of any recent teaching evaluations, and three reference letters to: Dr. Andrew Hunt, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Closing date for applications is October 1, 2006. Please note that applications sent by facsimile or e-mail will not be accepted.

■ **HISTORY — McGill University.** The Department of History invites applications for a tenure-track position at the rank of assistant professor in Eastern European history, effective 1 September 2007. A research specialization in the nineteenth or twentieth centuries is preferred. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be

Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Managerial Economics, Organizational Behaviour/Human Resources and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION:
Queen's School of Business is one of the world's premier business schools. Our M.Sc. and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our flagship undergraduate Commerce program has the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has also gained international recognition for its MBA and open-enrolment executive education programs. *Business Week* ranks Queen's full-time MBA for Science & Technology #1 in Canada and #1 outside the U.S., Queen's Executive MBA #1 in Canada and #21 in the world, and Queen's Executive Development Centre #1 in Canada and #10 in the world. *Financial Times* also ranks Queen's among the best business schools in the world. Queen's School of Business is also home to the Queen's Centre for Business Venturing, the Queen's Centre for Corporate Social Responsibility and the Monieson Centre, a global leader in research of knowledge-based enterprises. Queen's School of Business is fully accredited by the AACSB (The Association to Advance Collegiate Schools of Business) and the Association of MBA's. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the *Report on Business*, *Chatelaine* and the *Imperial Oil Review*.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at www.queensu.ca/qufa. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2007, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in St. Albert, AB:

Assistant/Associate Professor, Marketing Management, Centre for Innovative Management

The Centre for Innovative Management (CIM) is Athabasca University's graduate school of business, home of Canada's largest Executive MBA, and located in the City of St. Albert, (adjoining Edmonton, AB). Visit our website at www.mba.athabascau.ca.

Candidates must be competent in the use of computing technology, demonstrate strong research skills and innovative approaches to teaching, and be able to make a significant contribution to the development of MBA and doctoral level programs. Successful candidates will hold a Ph.D. in Marketing and have a combination of relevant teaching, research and management experience. Candidates who have secondary specialties and cross-disciplinary teaching experience in other areas of management are encouraged to apply. Experience supervising doctoral students is preferred. All educational credentials must be recognized in Canada.

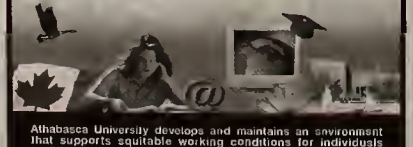
Please refer to the full job profile on our Web site at: www.athabascau.ca/jobprofiles

This is an AUFA tenure track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Lindsay Redpath at (780) 418-7535 or via e-mail: lindsayr@athabascau.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees, quoting competition #CA-APMM-0830. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athabascau.ca. This competition will remain open until a suitable candidate is found.



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

CAREERS CARRIÈRES

sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2006. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **HISTORY — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Canadian history, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2007. Period and specialization are open, but special consideration will be given to applicants who demonstrate breadth in undergraduate teaching, including courses in the pre-Confederation and Confederation eras. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The candidate will also be expected to share responsibility for teaching first year history courses. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by November 22, 2006. The University of Toronto, a tri-campus university, offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HISTORY — University of Toronto Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Chinese history, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2007. Period and specialization are open, but special consideration will be given to applicants who also demonstrate an interest in East Asian/transnational questions. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The candidate will also be expected to share responsibility for teaching world history at the first year level. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by November 20, 2006. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HISTORY — Wilfrid Laurier University.** The History Department at Wilfrid Laurier University invites applications for a Tenure-Track position in pre-Civil War American History at the rank of Assistant Professor beginning July 1, 2007, subject to budgetary approval. The successful candidate must have completed a PhD (or be near completion), and will be expected to teach the Department's current offerings in African-American history, the history of slavery, and the US survey, 1607–1877, as well as to develop new courses in colonial, women's and/or early national American history. Publications, a superior research record, and experience teaching at the post-secondary level are preferred. Preliminary interviews will be available to those attending the annual meeting of the American Historical Association in Atlanta, January 4–7, 2007. Short listed candidates will be invited to on-campus interviews later in January. Interested candidates should forward a letter of application, curriculum vitae, sample publications, a teaching dossier, and the names, addresses and contact information for three professional referees to: Professor Joyce Lorimer, Chair, History Department, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5, Canada; Email: jlorimer@wlu.ca. Complete applications and reference letters must be received by 17 November 2006. For details on our programs, faculty, and activities, please consult the Department of History website http://www.wlu.ca/arts/history. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **HUMANITIES — Simon Fraser University.** The Department of Humanities at Simon Fraser University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1st, 2007. The successful candidate will have a PhD in a field involving the interdisciplinary study of Asian literature and culture. The appointee will teach courses in Humanities and the Asia-Canada program. Based on an expertise in literature the candidate will address critical issues surrounding Asian identities and culture. The Asia-Canada program is an undergraduate program that integrates the interdisciplinary study of Asia within Asian-Canadian studies. Candidates should review the web sites of the Asia-Canada Program and the Department of Humanities. Applicants should forward curriculum vitae, three letters of reference, and a covering letter indicating their interest and commitment to teaching, research and program development in the above field by October 31, 2006 to: Stephen Duguid, Chair, Department of Humanities, 8888 University Drive, Simon Fraser University, Burnaby, B.C., V5A 1S6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **INDIGENOUS STUDIES — University of Victoria.** The Faculty of Humanities and the Faculty of Social Sciences at the University of Victoria invite applications for a tenure-track position in Indigenous Studies at the rank of Assistant Professor beginning July 1, 2007. Applications are invited from qualified persons having research and teaching experience in the area of Indigenous (Native) Studies broadly defined as fitting into one or more disciplines within the context of the Humanities and/or Social Sciences. Candidates who bring an expertise in some aspect of the study of the Pacific Northwest Indigenous populations, especially with an anthropological and linguistic focus, will be given preference. The successful candidate will assume the position of the Program Coordinator for the Minor in Indigenous Studies and teach relevant courses within the program. The coordinator will administer the program office, manage the interdisciplinary core courses, invite members of the community to participate in the Indigenous Studies Program Speakers Series, advise students enrolled in the program, and chair the Indigenous Studies Program Advisory Council. Candidates should hold a PhD degree or equivalent qualification, possess a capacity for effective course development at the undergraduate level, and be able to plan, organize and administer an academic program effectively. In addition, candidates must have extensive knowledge and previous successful experience working with Indigenous communities and organizations in a professional or scholarly context. The ability to speak an Indigenous language would be an asset. In accordance with the University of Victoria's Equity Plan and pursuant to Section 42 of the BC Human Right Code, the selection of candidates will be limited to Aboriginal Peoples; candidates are encouraged to self-identify. Applications should include a curriculum vitae and a brief description of affiliation and prior experience working with Indigenous communities or organizations. Candidates should also be prepared to provide, upon request, three letters of recommendation and writing samples. Review of applications will commence December 1, 2006. Please send you application to: Dr. Andrew Rippin, Dean, Faculty of Humanities, University of Victoria, PO Box 3045, STN CSC, Victoria BC, V8W 3P4, Canada; email: ailppin@uvic.ca; web: opportunities.uvic.ca; phone: (250) 472 5056; fax: (250) 721 7059. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **INDUSTRIAL ENGINEERING — Dalhousie University.** The Department of Industrial Engineering at Dalhousie University invites applications for a tenure-track position, at the assistant Professor level, from candidates with outstanding research and teaching abilities in industrial engineering. The successful candidate will have an earned doctorate in industrial engineering, or a closely related field, with proven teaching capability and demonstrated ability to interact with industry. Eligibility for registration with the Association of Professional Engineers of Nova Scotia is considered essential. Duties will include teaching, at both the undergraduate and graduate levels, in the areas of inventory control and production planning, design of work methods and systems, engineering economics, ergonomics and human factors engineering. The selected candidate is expected to develop an externally-funded research program; experience in the area of manufacturing control systems is of particular interest. The tentative start date for the appointment is July 1, 2007. Please see http://www.ie.dal.ca for details about the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Review of applicants will begin immediately and continue until the position is filled. Applications, including a curriculum vitae, and names and contact information of three referees, should be submitted to: Chair of the Search Committee, Department of Industrial Engineering, Dalhousie University, PO Box 1000, Halifax, NS, Canada, B3J 2X4; e-mail: Industrial Engineering@Dal.ca.

■ **INTERNATIONAL DEVELOPMENT & GLOBALIZATION — University of Ottawa.** The Faculty of Social Sciences at the University of Ottawa invites applications for two tenure-track faculty positions in International Development and Globalization, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp. The Faculty of Social Sciences also invites applications for positions in the following areas: Conflict Studies and Public and International Affairs. For further information, please consult our website.

■ **INTERNATIONAL DEVELOPMENT STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary fields of International Development Studies and African Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Queen's University.** The Development Studies programme invites applications from outstanding scholars for a tenure-track position at the Assistant Professor level with expertise in culture and development, to begin July 1, 2007. We are interested in candidates with research and teaching interests in contemporary cultural production as an idiom of resistance and dominance in countries in the South and/or North American aboriginal communities, with reference to local and global contexts. Thematic areas of specialization may include music, religion, mass and popular media, sport, performing and visual arts, social movements, food and cuisine, language and literature. Candidates should have a demonstrated ability to establish and maintain a rigorous programme of research in one or more these thematic areas as well as excellence in teaching at an undergraduate level. Experience with graduate supervision and a commitment to building a graduate programme would also be an asset. Applicants can learn more about the Development Studies programme and current faculty research and teaching interests at www.queensu.ca/devs. Applicants must send hard copies of a curriculum vitae, a statement of research and teaching interests, and a writing sample, plus three confidential letters of reference, by November 24, 2006, to Dr David McDonald, Director, Development Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6; Tel: 613-533-6000 (x77210); Fax: 613-533-2986. Email enquiries can be sent to develstu@post.queensu.ca. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement between QUFA and the University, details of which are posted at http://www.qufa.ca. This position is subject to budgetary approval.

■ **INTERNATIONAL DEVELOPMENT STUDIES/AFRICAN STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary fields of International Development Studies and African Studies. Details at http://www.yorku.ca/acadjobs/index.htm York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

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■ **JAPANESE STUDIES — McGill University.** The Department of East Asian Studies, McGill University announces a tenure-track Assistant Professor position in Japanese Studies beginning August 1, 2007. Area of research specialization is open, although preference given to candidates prepared to teach undergraduate or graduate courses in film and media, with some emphasis on critical theory, women's studies and/or gender studies. PhD expected at time of appointment; teaching experience preferred. Knowledge of French an asset. Send application letter, c.v., and three reference letters, to Chair, Japanese Search Committee, East Asian Studies, McGill University, 3434 McTavish, Montreal, Quebec, H3A 1X9; Tel: (514) 398-6742; Fax: (514) 398-1882. Application deadline: December 01, 2006. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

FACULTY OF KINESIOLOGY & HEALTH STUDIES

Tenure-Track (2 positions)

- **Adapted Physical Activity**
- **Fitness and Lifestyle/Exercise Science**

The successful candidates will be expected to develop an active, externally funded program of research and contribute to teaching at both the undergraduate and graduate level. In addition, they will be expected to participate in all aspects of Faculty and University governance, and public service.

Rank: Assistant Professor
Minimum Academic Requirement: Ph.D.
Application Deadline: **November 15, 2006**
Start Date: July 1, 2007

Term (1 position)

- **Health Studies**

The successful candidate will be expected to develop and deliver the four core courses in the new Bachelor of Health Studies degree. In addition, they will be expected to participate in all aspects of Faculty and University governance, and public service.

Rank: Instructor
Minimum Academic Requirement: Masters Degree
Application Deadline: **October 15, 2006**
Length of Term: November 1, 2006 – June 30, 2008

The Faculty of Kinesiology and Health Studies is a young and dynamic member of the university community with administrative responsibility for both academic and co-curricular programs. The Faculty is located in a new $32 million Centre for Kinesiology, Health, and Sport, which opened in September 2004. The centre has excellent laboratory and research facilities, and also houses the Allied Health Centre and the Dr. Paul Schwann Applied Health and Research Centre. The University of Regina is a comprehensive institution that enphasizes excellence in teaching, research, and service. For more details about the university, visit our web site at http://www.uregina.ca.

Applications will be accepted until the deadline identified or until a suitable candidate is identified. Submissions should include: a letter of application with statement of teaching philosophy, a detailed curriculum vitae, copies of transcripts, and the names and contact information for three referees. Application materials should be addressed to:

Dr. Craig J. Chamberlin, Dean
Faculty of Kinesiology and Health Studies
University of Regina
3737 Wascana Parkway
Regina, SK S4S 0A2
Tel: (306) 585-4535
Fax: (306) 585-5441
E-mail: Craig.Chamberlin@uregina.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University has a distributed workforce. Professors may take advantage of a generous home office policy and work from any location in the province of Alberta. Athabasca University provides additional incentives for those professors and their families who wish to work in the north and reside in the Athabasca region. Athabasca University invites applications for the following two positions:

Assistant/Associate Professor, (Two Tenure-Track Positions Specialization Open) Centre for Integrated Studies

Athabasca University's Master of Arts–Integrated Studies (MAIS) is an online graduate degree that offers students a unique opportunity to engage in a program of study spanning the arts, humanities, and social sciences. The degree is comprehensive in scope, but specific in locus, requiring students to choose at least one specialization from among several streams of inquiry. Students are taught to think holistically, critically, and reflectively, and to focus on the articulations and points of overlap between specialized and generalized knowledge. Students can specialize in such streams of inquiry as adult education, Canadian studies, cultural studies, educational studies, equity studies, global change, historical studies, information studies, and work, organization, and leadership. Each program of study is "capped" with a final, integrated project that demonstrates how students have consolidated and integrated the knowledge gained during the Program, and it challenges students to bring their newly acquired skills and knowledge to bear on a particular aspect of their experience, workplace, or community. The Program challenges students to be critically reflective, collaborative, and to engage in rigorous study within and across the disciplines.

Responsibilities of this position will include teaching in one of the Program's two required courses (Making Sense of Theory in the Arts and Social Sciences, or Researching Society and Culture); administrating and coordinating one of the Program's areas of specialization; advising and supervising students; updating existing courses and developing new courses; full participation in program and curriculum development; maintaining and developing a program of research, and University/community service.

With over 600 students worldwide, Athabasca University's MAIS Program is experiencing rapid growth. We are searching for a dynamic scholar with a strong commitment to graduate teaching and research who can contribute to the maintenance and future growth of the Program. The area of emphasis is open. Applicants are invited to identify the particular contribution they can make. We are searching for a colleague to complement a small, but growing, faculty.

Candidates should have an earned doctorate (normally in an area related to their research and publications). Essential criteria include a background and research specialization in one or more disciplines; a proven research and publication record that is firmly grounded in critically reflective scholarship; a demonstrated commitment to undergraduate and graduate teaching; demonstrated interest and ability to teach a broad range of courses; a strong record of scholarly accomplishment appropriate to the level of appointment; and experience working collaboratively with colleagues and community. Applicants should also be familiar and experienced with distance education and open learning delivery methods, online teaching, and the use of innovative online technologies. All educational credentials must be recognized in Canada.

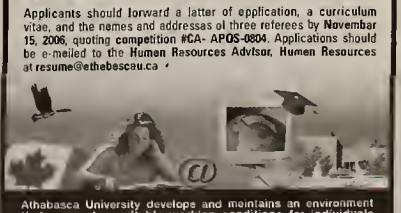
Please refer to the full job profile on our Web site at:
www.athabascau.ca/jobprofiles

These are AUFA tenure track appointments. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about these positions may be obtained from **Dr. Derek Briton** at **1-780-675-6783** or via e-mail: **derekb@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by **November 15, 2006**, quoting **competition #CA- APOS-0804**. Applications should be e-mailed to the **Human Resources Advisor, Human Resources** at **resume@athabascau.ca**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

CAREERS CARRIÈRES

u Ottawa

L'Université canadienne
Canada's university

Tenure Track Positions
Second Language Institute

The Second Language Institute of the University of Ottawa invites applications for eight tenure track positions commencing on July 1, 2007.

POSITION IN ESL (Language Teacher III/IV)
Expertise: Teaching reading and vocabulary; additional expertise in CALL would be an asset.

The position entails a full teaching load (seven 3 credit courses), a research component and administrative duties. To be considered, candidates must have at least an M.A. or M.Ed. in TESL, Applied Linguistics (specialization in Second Language Teaching) or Second Language Education, and two years experience teaching credit courses in English as a Second Language at the university level.

POSITION IN ESL/FLS (Language Teacher III/IV)
Expertise: Teaching ESL or FLS language courses and teacher training courses in English and French.

The position entails a full teaching load (seven 3 credit courses), a research component and administrative duties. To be considered, candidates must have at least an M.A. or M.Ed. in TESL, Applied Linguistics (specialization in Second Language Teaching) or Second Language Education and two years experience teaching credit courses in English/French as a Second Language at the university level.

THREE POSITIONS IN FLS (Language Teacher III/IV)
Expertise:
- Position 1: Teaching core courses (four skills); experience in developing tests would be an asset.
- Position 2: Teaching Vocabulary; experience teaching writing would be an asset.
- Position 3: Teaching the receptive skills : reading and listening

These positions entail a full teaching load (seven 3 credit courses), a research component and administrative duties. To be considered, candidates must have at least an M.A. or M.Ed. in TESL, Applied Linguistics (specialization in Second Language Teaching) or Second Language Education, and two years experience teaching credit courses in French as a Second Language at the university level.

POSITION IN TECHNOLOGY & L2 TEACHING (Educational Technology)
Candidates must hold a doctorate in technology related to one of the following areas of L2 teaching and learning: teaching courses online, curriculum development, language engineering (ingénierie de la langue). Preference will be given to candidates who can offer courses at the B.A., M.A. and Ph.D. level. In addition to teaching, the successful candidate will supervise students, develop and oversee research projects, have a proven track record for research and grants and possess administrative experience in a university context. The position may be filled at a rank higher than assistant professor.

POSITION IN FRENCH GRAMMAR
Candidates will hold a Ph.D. (or near completion) in the teaching of French as a second language with a specialization in the teaching of French grammar. The successful candidate will be able to teach grammar, as well as theories of descriptive grammar and pedagogical grammar (B.A., M.A. and Ph.D. levels). In addition to teaching, the position requires the supervision of students, the development of and direction of projects. Preference will be given to candidates who have taught grammar at the university level, have a strong research and have been successful in obtaining grants. Hiring will be at the Associate level or higher.

LANGUAGE TESTING SECTION (Professor & Coordinator)
The successful candidate, an expert in the theoretical and practical aspects of language testing and language program evaluation, will have the mandate to lead the SLI in establishing its role at the forefront of language assessment in Canada.

Required qualifications include (1) a doctorate in Second Language Testing/L2 Measurement and Evaluation; Second Language Teaching or Second Language Acquisition with a specialization in evaluation; (2) evidence of excellence in teaching, (3) potential for attracting external funding, and (4) skills in working collaboratively and with diverse populations. An established research agenda and publication record related to language assessment, second language program evaluation, and second language acquisition will be considered an asset.

Responsibilities include teaching undergraduate/graduate courses in second language testing and program evaluation; supervising MA and PhD students; collaborating in the development and validation of proficiency tests in English and French within a bilingual context; and providing vision and leadership for the research work related to the testing activities of the SLI. In addition, the person accepting this position will carry out a robust personal research program; seek external funding; and participate in the activities of professional organizations.

This is a tenure-track position and the hiring may be filled at a rank higher than assistant professor.

Please forward a cover letter, curriculum vitae, copies of recent publications as well as three confidential letters of recommendation sent under separate cover to:

Robert Courchêne, Interim Chair
Second Language Institute, University of Ottawa
600 King Edward Ave, Ottawa ON, K1N 6N5
Tel: 613-562-5359; Fax: 613-562-5126
E-mail: Robert.Courchene@uottawa.ca or rjcat@uottawa.ca

Deadline for applications: **December 1st, 2006**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy; men, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. Salary is determined in accordance with the Collective Agreement. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting.

Postes menant à la permanence
Institut des langues secondes

L'Institut des langues secondes de l'Université d'Ottawa recherche huit professeur(e)s pour des postes menant à la permanence. La date d'entrée en fonction est prévue pour le 1 juillet 2007.

POSTE EN ESL (Professeur de langue III/IV)
Expertise demandée : Enseignement de la lecture et du vocabulaire; expertise en TIC serait un atout.

Le poste comprend une charge complète d'enseignement (sept cours de 3 crédits), une composante de recherche ainsi que des fonctions administratives. Pour être admissibles, les candidat-e-s doivent détenir au minimum une M.A. ou M.Ed. en enseignement de l'anglais langue seconde, en didactique des langues, en linguistique appliquée (spécialisation en L2) et posséder une expérience minimale de 2 ans d'enseignement des cours à crédit au niveau universitaire.

POSTE EN ESL/FLS (Professeur de langue III/IV)
Expertise demandée : Enseignement de l'anglais ou du français langue seconde et cours de formation en anglais et français

Le poste comprend une charge complète d'enseignement (sept cours de 3 crédits), une composante de recherche ainsi que des fonctions administratives. Pour être admissibles, les candidat-e-s doivent détenir au minimum une M.A. ou M.Ed. en enseignement des langues secondes , en didactique des langues, en linguistique appliquée (spécialisation en L2) et posséder une expérience minimale de 2 ans d'enseignement de l'anglais ou du français langue seconde au niveau universitaire

TROIS POSTES EN FLS (Professeur de langues III/IV)
Expertise demandée :
- Poste 1 : Enseignement des cours de base (quatre habiletés) et expérience en développement des tests serait un atout.
- Poste 2 : Enseignement du vocabulaire et de l'expression écrite serait un atout.
- Poste 3 : Enseignement des habiletés réceptives : compréhension de l'oral et de l'écrit.

Les postes comprennent une charge complète d'enseignement (sept cours de 3 crédits), une composante de recherche et des fonctions administratives. Pour être admissibles, les candidat-e-s doivent détenir au minimum une M.A. ou M.Ed. en enseignement du français langue seconde, en didactique des langues, en linguistique appliquée (spécialisation en langues secondes) et posséder une expérience minimale de 2 ans d'enseignement du français langue seconde au niveau universitaire.

POSTE EN TECHNOLOGIE ET ENSEIGNEMENT OE L2 (Technologie éducationnelle)
Les candidats doivent détenir un doctorat en technologie relié à l'un ou l'autre des domaines de l'enseignement des langues secondes : enseignement des cours en ligne, évaluation, développement du matériel didactique, ingénierie de la langue. La préférence sera donnée aux candidats capables d'enseigner aux 1e, 2e et 3e cycles en anglais et en français. En plus de dispenser des cours, son rôle consistera à superviser des travaux d'étudiants de 2e et 3e cycles et à élaborer et diriger des projets de recherches. Le candidat/la candidate doit posséder un fort dossier de publications, avoir obtenu des fonds de recherche et avoir une bonne expérience universitaire administrative. L'embauche de ce poste pourrait être à un rang plus élevé que celui de professeur adjoint.

POSTE EN GRAMMAIRE FRANÇAISE
Les candidats doivent posséder un doctorat en didactique du français langue seconde avec spécialisation en grammaire. La personne retenue doit être capable d'enseigner la grammaire ainsi que les théories descriptives de la grammaire et de la grammaire pédagogique (2e et 3e cycles). En plus de dispenser des cours, son rôle consistera à superviser des travaux d'étudiants, à élaborer des projets et à diriger des recherches. En plus de dispenser des cours, son rôle consistera à superviser des travaux d'étudiants, à élaborer des projets et à diriger des recherches. La préférence sera accordée aux personnes ayant l'expérience de l'enseignement universitaire de la grammaire française et possédant déjà un bon dossier de publications et de subventions. Le recrutement se fera au rang de professeur adjoint ou agrégé.

SECTEUR OE L'ÉVALUATION OES COMPÉTENCES LANGAGIÈRES (Professeure/Professeur et Coordonnatrice/Coordonnateur)
La personne choisie, chef de file dans les dimensions théoriques et pratiques de l'évaluation des compétences langagières et celle des programmes de L2, aura comme mandat d'amener l'ILS à s'établir clairement comme acteur de premier plan dans le domaine de l'évaluation langagiére au Canada. Les exigences requises comprennent (1) un doctorat en évaluation de la langue seconde/en mesure et évaluation de la L2 ou en enseignement ou en acquisition de la langue seconde avec une spécialisation en évaluation; (2) un dossier d'excellence en enseignement; (3) la capacité d'obtenir des subventions externes; (4) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses. Un dossier de recherches et de publications en évaluation langagiére, en évaluation de programmes de L2 ou en acquisition de la L2 constituera un atout supplémentaire. Les fonctions comprennent une charge de cours en évaluation des langues et celle des programmes aux niveaux des premier, deuxiéme et troisiéme cycles; la direction de candidats à la MA et au PhD; la participation à l'élaboration et à la validation de tests de compétence en français et en anglais dans un contexte bilingue. La personne choisie devra faire preuve de vision et de leadership dans les domaines de recherche reliés aux activités d'évaluation de l'ILS. De plus, elle devra développer son propre programme de recherche, faire des demandes de subventions et participer aux activités d'organismes professionnels. Ce poste méne à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur adjoint, selon les qualifications.

Priére d'adresser sa lettre de candidature, un curriculum vitae, et trois lettres de recommandation confidentielle, envoyées sous pli séparé, à :

M. Robert Courchêne, Olrecteur Intérlmaire
Institut des langues secondes, Université d'Ottawa
600 avenue King Edward, Ottawa (Ontario) K1N 6N5
Tél. : 613-562-5359; Téléc. : 613-562-5126
Courriel: Robert.Courchene@uottawa.ca ou rjcat@uottawa.ca

Date limite pour la soumission des candidatures : **le 1 décembre 2006**

Le salaire est déterminé selon les dispositions de la convention collective. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les hommes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue.

www.uOttawa.ca

CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Arts is the largest arts faculty in Canada, offering a comprehensive range of undergraduate disciplinary and interdisciplinary programs of study, and is the major contributor to York's arts-related graduate programs. The guiding principles of the Faculty's mission are academic excellence, innovation and social responsiveness. Further information about the Faculty can be found at www.arts.yorku.ca

The Faculty of Arts invites applications for **full-time tenure-track positions** in the following Departments, Divisions and Schools. Salaries will be commensurate with qualifications and experience. York University has a competitive benefits program. Full position details can be viewed by clicking on *Academic Positions* at **www.yorku.ca/acadjobs.** All positions commence July 1, 2007, and are subject to budgetary approval. The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies.

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Arts

FULL-TIME TENURE-TRACK POSITIONS

CANADIAN CENTRE FOR GERMAN AND EUROPEAN STUDIES/LE CENTRE CANADIEN D'ÉTUDES ALLEMANDES ET EUROPÉENNES

Co-Director

Applications and nominations are invited for the position of Co-Director (York University) of the Canadian Centre for German and European Studies (CCGES), for a term of three to five years. The Canadian Centre for German and European Studies (CCGES)/ Le Centre canadien d'études allemandes et européennes (CCEAE), a co-operative initiative of the German Academic Exchange Service (DAAD), l'Université de Montréal, and York University, was established after a nationwide competition upon the recommendation of an expert panel of academics from Germany and Canada. The Centre, with offices in Montréal and Toronto, was formally opened in November 1997 and had its mandate renewed by the DAAD in 2003. The CCGES/CCEAE is a national research and teaching resource, focusing on contemporary Germany in its European context. Candidates must have a PhD (or equivalent) in a relevant field and the potential to devise innovative projects that attract third-party funding. Administrative experience, including the administration of grants and projects, will be advantageous. The successful candidate must be able to conduct courses in both English and German; a working knowledge of French is an advantage. The responsibilities of the Co-Director include: the day-to-day administration of budget, financial, organizational, and academic activities of the Centre at York; the development of additional funding sources; maintaining an active individual and collaborative research program; initiating a mix of curiosity-driven and commissioned research and related scholarly activities; remaining cognizant of traditional areas of scholarship while also being attentive to the leading edge of innovative knowledge creation and dissemination. The Co-Director will be appointed to the position of Associate or Full Professor in the Faculty of Arts at York in the Department of Languages, Literatures and Linguistics or the Department of Political Science, depending on area of expertise.

The deadline for receipt of completed applications is November 15, 2006. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to: Secretary, Search Committee, CCGES, 230 York Lanes. Fax: 416.736.5696. E-mail: jkleiner@yorku.ca

J. RICHARD SHIFF CHAIR IN THE STUDY OF CANADIAN JEWRY

The Centre for Jewish Studies at York University invites applications for the J. Richard Shiff Chair for the Study of Canadian Jewry at the Associate or Full Professor level. Nominations of potential candidates are also solicited. The successful candidate will have a distinguished record of scholarly research and publication in any area of Canadian Jewish Studies, and will be expected to teach courses on Canadian Jewry. Required qualifications include a PhD or equivalent, and the successful candidate will have an ongoing program of research. The J. Richard Shiff Chair holder will be immediately appointable to the Faculty of Graduate Studies.

The deadline for receipt of applications and nominations is November 15, 2006. Applicants are invited to submit a curriculum vitae and the names of three people from whom letters of reference may be sought. Applications and nominations should be addressed to: Professor Sara R. Horowitz, Director, Centre for Jewish Studies, Room 239, Vanier College.

YORK CENTRE FOR INTERNATIONAL AND SECURITY STUDIES

Peace, Conflict and Security

Applications are invited for a tenure-track position at the Assistant Professor level in Peace, Conflict and Security. The successful candidate would be expected to contribute to the work of the York Centre for International and Security Studies (www.yorku.ca/yciss). The activities of the Centre range from large, interdisciplinary collaborative research projects to individual faculty projects, supported by a variety of seminar series, publications, and conferences. The position is open to any aspect of the study of contemporary international peace, conflict and security. Of particular interest are those taking critical approaches to the study of such issues as: territory, sovereignty and human security; conflict, culture and political transformation; new wars and the transformation of war economies; or security, justice and development in post-conflict environments. While the position is open in relation to regional focus, we would welcome applications from those examining these issues in relation to Africa. The appointment is not limited by discipline, and the successful candidate will be offered a position within the most appropriate teaching department. In particular, we are interested in receiving applications from those working in: Human Geography; Socio-Cultural Anthropology; or History. However, applications for other disciplines will be welcomed.

The deadline for receipt of completed applications is November 15, 2006. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and relevant reprints, and arrange to have three hard-copy letters of reference sent to: Joan Broussard, Secretary, Faculty Search Committee, York Centre for International and Security Studies, 375 York Lanes. Tel: 416.736.5156. Fax: 416.736.5752.

DEPARTMENT OF ANTHROPOLOGY

Anthropology of Science and Technology

Applications are invited for a tenure-track position at the Assistant Professor level. We seek a social/cultural anthropologist of Science and Technology. Candidates must demonstrate expertise in the critical studies of science and technology with a strong, ongoing program of research in this area of specialization. The candidate must also demonstrate a clear ability to bridge the gap between developments in scientific knowledge and anthropology. Candidates are expected to demonstrate excellence or the promise of excellence in scholarly research and publications and in teaching at all levels. Candidates must be able to teach our core undergraduate and graduate social/cultural anthropology courses. A PhD in Anthropology is required by the time of appointment.

The deadline for receipt of completed applications is November 15, 2006. All applications must include an up-to-date curriculum vitae and a signed cover letter explaining the relation of their research and teaching interests to the advertised position, and further arrange for three confidential, signed letters of reference to be sent to: Professor Naomi Adelson, Chair, Department of Anthropology, Faculty of Arts, 2054 Vari Hall. Fax: 416.736.5768. E-mail: nadelson@yorku.ca

DEPARTMENT OF ENGLISH

Professional Writing

Applications are invited for a tenure-track position at the Assistant Professor level in the English Department and Professional Writing Program. The field of specialization is open, but applicants should have the ability to teach in one or more areas of rhetoric and/or writing, including some mixture of writing and historical or theoretical courses at the graduate and undergraduate levels. Qualifications include a PhD or equivalent terminal degree in English or a related field (Rhetoric, Communications, Journalism, Creative Writing).

Drama

Applications are invited for a tenure-track position at the Assistant Professor level in Modern and Contemporary Drama, with a focus on Canadian and/or American Drama. Qualifications include a PhD or equivalent with specialization in Drama, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate program.

Renaissance

Applications are invited for a tenure-track position at the Assistant Professor level. The position offered is for a Renaissance period specialist with the ability to teach a variety of courses in the period, broadly conceived, including Shakespeare. Possible secondary interests may include history of the book, non-dramatic poetry, prose or Restoration Drama. Qualifications include a PhD or equivalent in English Literature with a specialization in Renaissance Literature, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate program.

The deadline for receipt of completed application is November 8, 2006. Applicants should submit a letter of application, a curriculum vitae, and a sample of their written work (no longer than 25 pages), and arrange for letters of recommendation from three referees to be sent directly to: Professor Julia Creet, Chair, Department of English. Tel: 416.736.5166. Fax: 416.736.5412. E-mail: englchr@yorku.ca *Note:* E-mail applications will not be accepted.

DEPARTMENT OF POLITICAL SCIENCE

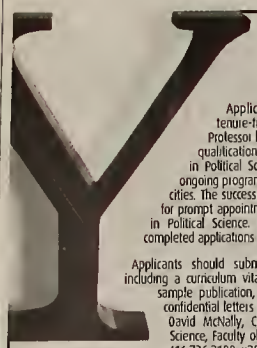
Comparative Political Economy

Applications are invited for a tenure-track position at the Assistant Professor level in Comparative Political Economy. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in political economy from a comparative perspective. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is November 15, 2006.

German and European Political Economy

Applications are invited for a tenure-track position at the Assistant Professor level in the Political Economy of Contemporary Europe, with special attention to Germany. Required qualifications include a completed PhD in Political Science or equivalent, and an ongoing program of research on the political economy of Germany and Europe. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The successful candidate will be expected to make an important contribution to further strengthening the research profile and public presence of the Canadian Centre of German and European Studies, housed at York, and to play a key role in the further development of interdisciplinary German studies in the European context, in the Faculty of Arts and the Faculty of Graduate Studies. Fluency in German is required. The deadline for receipt of completed applications is December 1, 2006.

CAREERS CARRIÈRES



Urban Politics

Applications are invited for a tenure-track position at the Assistant Professor level in Urban Politics. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research on the politics of cities. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is November 15, 2006.

Applicants should submit a letter of application, including a curriculum vitae and teaching dossier, and sample publication, and arrange to have three confidential letters of reference sent to: Professor David McNally, Chair, Department of Political Science, Faculty of Arts, S669 Ross Building. Tel: 416.736.2100, x20266. Fax: 416.736.5686.

DEPARTMENT OF GEOGRAPHY

Urban Economic Geography

Applications are invited for a tenure-track position at the Assistant Professor level. The Department seeks an urban economic geographer conducting critical research on labour and work-related issues in Canada who will complement the Department's existing strength in urban geography. Scholars working on any region of Canada are encouraged to apply. A PhD is required at the time of appointment, and preference will be given to applicants with experience supervising graduate students. We seek an individual who will develop a vigorous research program in an interdisciplinary environment, and can demonstrate a commitment to high-quality undergraduate and graduate teaching.

The deadline for receipt of completed applications is November 17, 2006. Applicants should submit a curriculum vitae, a statement of research interests and selected publications, and arrange to have three letters of reference sent to: Professor Patricia K. Wood, Chair, Department of Geography, Faculty of Arts, N418 Ross Building. Tel: 416.736.5107. Fax: 416.736.5988. *Note:* Electronic applications will not be accepted.

DEPARTMENT OF HISTORY

Ancient Greco-Roman History

Applications are invited for a tenure-track position at the Assistant Professor level in Ancient Greco-Roman History, with a preference for one or more of the following areas: women and/or gender; Greco-Roman Egypt; the Hellenistic period; Late Antiquity. Requirements include a completed PhD in History or an equivalent discipline, and an ongoing program of historical research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication.

History of Colonial Latin America

Applications are invited for a tenure-track position at the Assistant Professor level in the History of Colonial Latin America. Requirements include a completed PhD in History or an equivalent discipline and an ongoing program of historical research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication.

The deadline for receipt of completed applications for the above positions is November 24, 2006. Applicants should send a letter of application, a curriculum vitae and a teaching dossier, and arrange for three confidential letters of recommendation to be sent directly to: Professor Elizabeth S. Cohen, Chair, Department of History, Faculty of Arts. Tel: 416.736.5123. Fax: 416.736.5836.

DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

Arabic

Applications are invited for a tenure-track position at the Assistant Professor level in Arabic. A PhD in a field relevant to teaching Arabic language and culture is required. Experience teaching Arabic language and culture at the university level is also required, as the position will have primary emphasis on teaching modern standard Arabic language and Arabic culture. Familiarity with multimedia materials and approaches is desirable, as is a background in language program development and coordination. Applicants should have a current record of relevant publications and conference presentations. Publications should be in the areas of Arabic language, culture, literature or linguistics. Native or near-native fluency in both Arabic and English is required. The deadline for receipt of completed applications, which should include a statement of research and teaching interests, teaching evaluations, and representative publications and/or teaching materials, is November 17, 2006.

German

Applications are invited for a tenure-track position at the Assistant Professor level in German. A PhD in German language and literature is required. Experience in teaching German language, literature and/or culture courses at the university level is also required. Ability to teach courses in German studies, including interdisciplinary courses, is expected; expertise in 18th and/or 19th Century is desirable. The successful candidate will be expected to make an important contribution to further strengthening the research profile and public presence of the Canadian Centre of German and European Studies, housed at York, and to play a key role in the further development of interdisciplinary German studies in the European context, in the Faculty of Arts and the Faculty of Graduate Studies. Native or near-native fluency in German and English is required. The deadline for receipt of completed applications, which should include a statement of research and teaching interests, representative publications and teaching evaluations, is December 1, 2006.

Linguistics

Applications are invited for a tenure-track position at the Assistant Professor level in Linguistics. A PhD in Linguistics, a strong research record, publications and demonstrated teaching ability are required. The primary area of specialization is Sociolinguistics (broadly defined) with a concentration in two or more of the following areas: language and identity, language contact, language variation and change, language and culture, discourse analysis. Given the interdisciplinary nature of our graduate program, special consideration will be given to candidates who can bridge the above areas. The deadline for receipt of completed applications, which should include a representative selection of published work and copies of peer and student teaching evaluations, is December 1, 2006.

Spanish

Applications are invited for a tenure-track position at the Assistant Professor level in Spanish. A PhD in Spanish, with a specialization in Modern Spanish Literature is required. The ability to teach courses in such areas as Spanish culture, film or Latin American literature is desirable. Experience teaching Spanish language at the university level is required. Ability to teach language courses to native speakers is desirable. Native or near-native fluency in both Spanish and English is required. Applicants should have a current record of relevant publications and conference presentations. The deadline for receipt of completed applications, which should include representative publications and/or teaching materials, a statement of research and teaching interests and teaching evaluations, is November 17, 2006.

Applicants should submit a letter of application, an up-to-date curriculum vitae as well as the name, position, e-mail address and telephone numbers of three referees, and arrange for the three letters of recommendation to be sent directly to: Professor Peter Avery, Chair, Department of Languages, Literatures and Linguistics, SS61 Ross. Tel: 416.736.5016. Fax: 416.736.5483. E-mail: pavery@yorku.ca *Note:* E-mail applications will not be considered.

DEPARTMENT OF PHILOSOPHY

Cognitive Science

Applications are invited for a tenure-track position at the Assistant Professor level. The area of specialization is Cognitive Science, understood broadly to include related philosophical disciplines and philosophy of psychology, but the areas of competence are open. The successful candidate will have a PhD in Philosophy and demonstrated potential for excellence in teaching, research and publication. Candidates must demonstrate their commitment to interdisciplinary research. Experience with an interdisciplinary program will be considered an asset.

Feminist Philosophy

Applications are invited for a tenure-track position at the Assistant Professor level. The area of specialization is Feminist Philosophy, or any discipline in Philosophy studied from a feminist standpoint. The successful candidate will have a PhD in Philosophy and demonstrated potential for excellence in teaching, research and publication.

We will be interviewing at the APA in Washington, DC for both positions. The deadline for receipt of completed applications is December 4, 2006. Applicants should submit a curriculum vitae, a writing sample, a teaching portfolio, and three academic reference letters to: Cognitive Science Chair or Feminist Philosophy Chair, Department of Philosophy, Faculty of Arts. *Note:* Faxed applications will not be accepted; a hard copy is preferred.

DIVISION OF SOCIAL SCIENCE

The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs, including: International Development Studies Program; African Studies Program; Communication Studies Program; Labour Studies Program; Law and Society Program; Urban Studies Program. Information on these and other programs is available at www.arts.yorku.ca/sosc/program_index.html

International Development Studies

Applications are invited for a tenure-track position at the Assistant Professor level in the critical and interdisciplinary study of International Development. The successful candidate will join the International Development Studies Program, an exciting interdisciplinary program offering students a challenging undergraduate degree in the field of international development. She or he will also be expected to contribute to the development of the newly introduced master's program in Development Studies. Applicants should hold a PhD with a specialization in the field of International Development, and are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels, reflecting a systematic yet critical understanding of the changing development discourse. Although areas of specialization are open, we particularly encourage applicants with expertise in the following areas to apply: feminist and gender perspectives on development, local development, governance and development economics. Applicants should have research experience in the developing world and should ideally have some work experience as well. The successful candidate must have a good grasp of qualitative and quantitative methods used in development research. In addition to teaching courses in her/his area of specialization, the candidate is expected to teach core courses in the Program. The deadline for receipt of completed applications is November 15, 2006.

International Development (Africa)

Applications are invited for a tenure-track position at the Assistant Professor level in the critical and interdisciplinary programs of International Development and African Studies. Applicants should hold a PhD with a specialization in the field of International Development with a focus on Africa. The successful candidate is expected to demonstrate the promise of excellence in scholarship, reflecting a comprehensive understanding of the changing development discourse. Applicants for the position should have research and/or work experience in the developing world in general, and in Africa in particular. Although all areas of specialization will be considered, we particularly encourage applicants with expertise in the following areas to apply: feminist and gender perspectives on development; local development, governance, health and diaspora. There is the expectation that interested applicants' research is theoretically grounded and empirically tested, and that they have a good grasp of qualitative and quantitative methods used in development research. The successful candidate is expected to demonstrate the promise of excellence in teaching at the undergraduate and graduate levels. She or he will teach courses in two of the Division's interdisciplinary programs: International Development Studies and African Studies. She or he will be expected to contribute to the development of a newly introduced graduate program in Development Studies. The deadline for receipt of completed applications is November 30, 2006.

Communications Studies – Culture and Communications Policy

Applications are invited for a tenure-track position at the Assistant Professor level in the critical and interdisciplinary field of Communication Studies. Applicants are expected to have a PhD in Communication or Culture Studies, or a related discipline, and to have demonstrated excellence in research, publication and teaching, and an ability to teach in an interdisciplinary program. The successful candidate will be expected to teach in the undergraduate Communication Studies Program and to play a key role in the York-Ryerson Joint Graduate Program in Communication and Culture. Experience in teaching and supervision at the graduate level is preferred. We encourage applications from established scholars in a range of subject areas, potentially including but not limited to: broadcasting policy, telecommunication policy, culture policy, cultural planning, intellectual property policy, political economy of information, innovation and standard setting processes, and/or history of communication technologies. Some expertise in relevant research methods would be an asset. The deadline for receipt of completed applications is November 15, 2006.

Labour Studies

Applications are invited for a tenure-track position at the Assistant Professor level in the interdisciplinary field of Labour Studies. A full range of degree options in Labour Studies is offered at the undergraduate level. Labour Studies may also be taken as an area of specialization within the Business and Society Program. The program curriculum investigates all aspects of the world of work from both a historical and a contemporary perspective, including the study of unions, labour movements, working class communities, and labour's relationship to the global economy and the state in Canada and elsewhere. This position will interest Labour Studies specialists who demonstrate excellence in undergraduate teaching, are active scholars, and are prepared to contribute to the development of the Labour Studies Program at York. There will be opportunities to teach and supervise graduate students and to participate in the University's Centre for Research in Work and Society. The successful applicant will have a PhD or equivalent degree, successful undergraduate teaching experience related to Labour Studies (preferably interdisciplinary), and a demonstrated commitment to, and potential for excellence in, research and publication in the field. Related practical experience will also be considered. The deadline for receipt of completed applications, which should include a letter of application, a curriculum vitae, three confidential letters of recommendation, and a sample of the applicant's written work (no longer than 20 pages), is November 30, 2006.

Law and Society

Applications are invited for a tenure-track position at the Assistant Professor level in the interdisciplinary Law and Society Program. The Program is one of the most established and largest undergraduate programs of its kind in Canada. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the interdisciplinary field of law and society. Areas of specialization are open. The Program is, however, especially interested in candidates with a specialization in one of the following areas of socio-legal research: Aboriginal studies, comparative and cultural studies of law, socio-legal theory or research methodologies. She or he must demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in her or his area of specialization, the candidate should be prepared to teach one of the Program's introductory courses and contribute to the development of a graduate program in the field. The deadline for receipt of completed applications is November 30, 2006.

CAREERS CARRIÈRES

Urban Studies

Applications are invited for a tenure-track position at the Assistant Professor level in the area of interdisciplinary and critical Urban Studies. Applicants should have a PhD and a specialization in some aspect of the study of Canadian urbanism. The successful candidate will demonstrate the promise of excellence in urban scholarship and in undergraduate teaching, and will be expected to contribute to the development of the Urban Studies Program and of urban research at York. The deadline for receipt of completed applications is November 15, 2006.

Applicants should submit a letter of application, a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations, and arrange to have three referees send letters of reference directly to: Professor Darryl Reed, Chair, Division of Social Science, S756A Ross Building. Tel: 416.736.2100, x77812. Fax: 416.736.5574. E-mail: dreed@yorku.ca *Note:* Applications for the Labour Studies position should include the materials specified.

SCHOOL OF WOMEN'S STUDIES

Gender, Internationalism, Development and Peace

Applications are invited for a tenure-track position at the Assistant Professor level in Gender, Internationalism, Development and Peace. The successful candidate must have a PhD in Women's Studies or a related field, and research specialization in interdisciplinary feminist scholarship on gender, internationalism, development and peace, including global feminist peace movements. The candidate will play a leading role in developing the School of Women's Studies Graduate Program's new initiative – an MA for applicants working in, or intending to work in the United Nations, governments and/or NGOs as gender specialists. The successful candidate will be expected to seek affiliation with York's Centre for Feminist Research, to show evidence of a vigorous research program, and to demonstrate promise of excellence teaching Women's Studies at the undergraduate and graduate levels. The School of Women's Studies is a progressive, dynamic, interdisciplinary unit bringing together all Women's Studies resources at York under one administrative structure: a vital undergraduate program integrating three faculty-based units; a new undergraduate program in sexuality studies; the community-based Bridging Program for Women; a free-standing interdisciplinary graduate program with 60 MA and 40 PhD students; the Centre for Feminist Research; and the Nellie Langford Rowell Library. The School works closely with the journal *Canadian Woman Studies/les cahiers de la femme*. The School serves as an interdisciplinary and bilingual home for undergraduate and graduate students and for faculty members involved in feminist research, scholarship, and teaching.

The deadline for receipt of completed applications is November 15, 2006. Applicants should submit a curriculum vitae and relevant reprints, and arrange to have three letters of reference sent to: Professor Kathryn McPherson, Chair, School of Women's Studies, 213 Winters College. Tel: 416.736.2100, x60544. Fax: 416.650.3900.

DEPARTMENT OF SOCIOLOGY

Critical Criminology

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Critical Criminology. The area of specialization is open, and applications from a wide range of research areas are encouraged. We are particularly interested in developing a focus on racialization, criminalization, and the law. Areas of specialization include, but are not limited to, urban youth crime, and Aboriginal criminal justice. The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in Sociology, Criminology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

Historical Sociology

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Historical Sociology. The successful candidate will undertake research that considers the historical dimensions of social structure, cultural processes, and human agency. Possible interests include, but are not limited to, analysis of public memory; historical interpretations of subjectivity and self-formation; and the relation of large-scale social change to specific social histories. Experience in historical research methods is desired. The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in Sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

In recent years, the Department of Sociology has had considerable success at increasing the representation of female faculty members in the tenure stream. It is strongly committed to further extending the diversity of its faculty and especially welcomes applications from male and female visible minority group members, Aboriginal persons, and persons with disabilities.

The deadline to receive completed applications is November 15, 2006. Applicants should submit a curriculum vitae, a statement of teaching and research interests, up to three samples of written work, at least one of which has sole authorship, and teaching evaluations (if available), and arrange to have three referees send letters of reference directly to: Professor Nancy Mandell, Chair, Department of Sociology, Faculty of Arts. Tel: 416.736.2100, x22559. Fax: 416.736.5730. E-mail: SocTSA@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

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University of Lethbridge

Vice-President (Academic) & Provost

The University of Lethbridge is seeking a Vice-President (Academic) & Provost to champion excellence and innovation throughout the University's academic programs.

Established in 1967, the University of Lethbridge boasts an enrolment of roughly 8,000 undergraduate and graduate students, outstanding faculty, and more than 2,000 employees. The University has four Faculties (Arts and Science, Education, Fine Arts, and Management) and two Schools (Health Sciences and Graduate Studies). It has an excellent record of teaching and scholarship across all disciplines, a strong tradition of liberal education in both academic and professional undergraduate programs, and a history of collegial governance. It places a priority on programming and scholarship with First Nations Peoples in all Faculties and Schools. Graduate programs are being expanded at the master's and doctoral level. The University has a strong record of innovative and responsive programming, strategic investments in research, partnerships with other universities and colleges, and engagement with the community, which together signal its commitment to the idea of a public university.

The main University campus is located in Lethbridge, with satellite campuses in Calgary and Edmonton. The University is valued for its [illegible] loyalty of its students, faculty and alumni, and for a positive relationship with the community. For more information about the University of Lethbridge, visit **www.uleth.ca**.

Reporting directly to the President, the Vice-President (Academic) & Provost is a key member of the senior management team, and is responsible for the planning, development, administration, and integrity of the University's academic affairs.

The ideal candidate must have demonstrated the capacity for outstanding academic leadership, a dedication to an undergraduate liberal education, and a commitment to flexibility and openness. S/he will have a distinguished academic background, a deep commitment to students and the student experience, and evidence of facilitating a research environment in a university setting. In addition, s/he will have a significant track record in administration, a thorough grasp of issues in post-secondary education, and the ability to work collegially and communicate effectively with the university community and with other post-secondary partners.

Expressions of interest and nominations may be directed, in confidence, to the address below. The Search Committee will begin considering applications in October 2006.

The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus, encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
lethbridgevp@jwasearch.com

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DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant/Associate Professor in Public Administration

The School of Public Administration at Dalhousie University invites applications for one full-time probationary tenure track position in Public Administration at the rank of Assistant or Associate Professor, effective July 1, 2007. All areas of specialization will be considered, but the preference is for someone with demonstrated expertise in at least one of public finance, financial economics or public sector accounting. The School of Public Administration is part of the Faculty of Management, which has a unique commitment to values-based management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Business Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Candidates should have a PhD (or near completion) in public administration or management, or in cognate disciplines such as economics, finance or political science. The successful candidate must have a strong commitment to research and a capacity for teaching students at the master's level in both the regular MPA program and the MPA (Management) program. The latter program is targeted towards full-time mid-career and senior civil servants. Salary is competitive and will be commensurate with academic qualifications, teaching and practical experience.

Detailed information on the School and its programs can be found on the School's website: http://spa.management.dal.ca/. Candidates can also contact the Director of the School.

Applications should include a curriculum vitae, a sample of a recent publication or research paper and teaching evaluations, if any are available. Interested applicants should also arrange to have three letters of reference sent directly to the Director of the School. Review of applications will begin on **November 1, 2006**, and will continue until the position is filled. Send applications and supporting documentation to:

Dr. Fazley Siddiq
Director, School of Public Administration
Kenneth C. Rowe Management Building
6100 University Avenue
Dalhousie University
Halifax, NS B3H 3J5
E-Mail: siddiq@dal.ca
Fax: (902) 494-7023

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

CAREERS CARRIÈRES

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www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York University has continued to grow, to innovate and to evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. In addition to the new Faculty of Health, York University delivers programs through 10 other faculties. The University has 22 research centres and institutes.

The Faculty of Health is responding to the growing need for innovative, interdisciplinary education and research on health, bringing together the Schools of Kinesiology and Health Science, Health Policy and Management, Nursing, and the Department of Psychology in an integrated, holistic community. It brings together a range of disciplinary perspectives on health from the sciences, social sciences, nursing, management and administration, humanities, and informatics. Students and researchers in the Faculty of Health engage in a wide scope of inquiry in the study of health, ranging from experimental and epidemiological techniques to clinical case studies, policy analyses and a variety of phenomenological and critical methods.

Research emerging from the Faculty focuses not only on hospitals and clinics, but also on local and global communities, urban and rural social conditions and the interactions between the economic environment and health. It includes a broad spectrum of both basic and applied research. The goal is to break down barriers and provide genuine leadership in responding to the changing definition and needs of health in Canada and internationally.

The following opportunities within the Faculty of Health will commence July 1, 2007, and are subject to final budgetary approval. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Health

DEPARTMENT OF PSYCHOLOGY

York's vibrant, research-oriented Psychology Department, housed in a new Faculty of Health, is one of the largest and most comprehensive in North America.

History & Theory of Psychology

The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level, in History & Theory of Psychology. The successful candidate will have a demonstrated ability to develop and maintain a successful research program in the history and/or theory of the discipline, and be qualified to teach core graduate and undergraduate courses in historical and/or theoretical topics as well as courses in other areas of psychology. A PhD in Psychology is required.

York's History & Theory of Psychology graduate area is one of the premier programs of its kind in the world, granting multiple Master's and Doctoral degrees each year. It runs a monthly colloquium series during the academic year, and has strong ties to other history and philosophy of science and technology units in the university.

Clinical-Developmental Psychology

The Department of Psychology invites applications for a tenure-track appointment in Clinical-Developmental Psychology at the Assistant Professor level. Our Clinical-Developmental Program, one of six areas of graduate specialization, is CPA- and APA-accredited, and its faculty are a diverse, dynamic group of scientist-practitioners.

Candidates should have a promising publication record and program of research with a specialization in one of the following three areas of health or mental health in adolescents and children: 1) mental health in adolescents and children (particularly internalizing disorders); 2) paediatric neuropsychology/neuropathology; 3) developmental and/or physical disabilities. Excellent candidates with specific interests in other areas, such as intervention, prevention, program evaluation, or other areas of child and adolescent psychology, will also be considered.

Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Clinical Psychology, preferably from an accredited clinical program that includes an accredited internship, is required, and applicants must be registered, or eligible for registration, with the College of Psychologists of Ontario.

Clinical Psychology

The Department of Psychology invites applications for a tenure-track appointment in Clinical Psychology at the Assistant Professor level. Our Clinical Program, one of six areas of graduate specialization, is CPA- and APA-accredited, and its faculty are a diverse, dynamic group of scientist-practitioners.

Candidates should have a promising publication record and program of research relevant to clinical psychology, with a specialization in either teaching assessment and psycho-diagnosis at the graduate level, or research expertise in qualitative research methods, with preference being given to candidates who do psychotherapy research. In addition, the candidate must be registered, or eligible for registration, with the College of Psychologists of Ontario. An ability to supervise students in clinical practica would be an asset.

Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Clinical Psychology, preferably from an accredited clinical program that includes an accredited internship, is required.

Personality/Social Psychology

The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level in Personality/Social Psychology. Candidates with a promising publication record of research that involves personality and/or social-personality processes are encouraged to apply. Applicants will be qualified to teach core graduate and undergraduate courses in personality and social psychology topics as well as courses in other areas of psychology. A PhD in Psychology is required.

The Department includes an ideal mix of senior and junior researchers, with almost half of its faculty members hired within the past 10 years. This rich, varied environment fosters creative collaboration on cutting-edge research. More information on the Social Personality Program at York can be found at www.psych.yorku.ca/sp/

Applicants must indicate which Psychology position they are applying for, and submit a curriculum vitae, a statement of research and teaching interests, and relevant reprints, and arrange to have three letters of reference sent, by **December 1, 2006**, to: **Professor Laurence Harris, Chair, Department of Psychology, Faculty of Health, 296 BSB. Tel: 416.736.5116. Fax: 416.736.5814.**

SCHOOL OF NURSING

Applications are invited for up to four tenure-track positions in the professorial stream. Two professorial-stream appointments will be made at the Assistant Professor level, and two at the Associate Professor level if the candidates already hold tenure in a recognized program at another university. Experience with primary health care is preferred for one of the Associate Professor appointments.

All applicants must have a baccalaureate degree in Nursing; a BScN is preferred, and a graduate-level degree in Nursing. All candidates registered in the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence, and registration in another country). Successful candidates would normally be expected to become eligible for CNO registration within the first two years of the appointment. Proof of academic credentials is required prior to appointment.

The School is seeking candidates with teaching expertise and related practice and/or research experience. Knowledge of, and experience with nursing theories, the human science paradigm, co-operative learning perspectives, and the caring curriculum paradigm are preferred. Experience with technology-enhanced distance learning is an asset.

Evidence of involvement in a research and publication program is essential for professorial stream appointments. Scholars at the level of Associate Professor must have a PhD, an established program of research, graduate supervisory experience, substantive research funding, and a strong publication record. Scholars at the level of Assistant Professor must have a clearly defined area of research, and be eligible for external research funding and grants. At the rank of Assistant Professor, candidates must have a PhD, or be in the process of completing a PhD. A PhD in Nursing is preferred for both Associate and Assistant appointments. All candidates must show excellence, or promise of excellence, in teaching.

Applicants should submit a letter of application with an up-to-date curriculum vitae, and separate statements of research and teaching experience and interests, by **February 15, 2007**, to: **Dr. Lesley Beagrie, Director, School of Nursing, Faculty of Health, Room 313, HNES Building. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: nursjobs@yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

YORK UNIVERSITÉ UNIVERSITY

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CAREERS CARRIÈRES

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■ **KINESIOLOGY — University of Windsor.** The University of Windsor invites applications for faculty positions in the Faculty of Human Kinetics commencing July 1, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Boucher, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2432; Fax: 519-973-7056; Email: bouche4@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

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■ **LABOUR STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Labor Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **LANGUAGES & LITERATURES (SPANISH) — Wilfrid Laurier University.** The Department of Languages and Literatures invites applications for a full-time tenure track position in Spanish, at the rank of Assistant Professor, effective July 1, 2007, subject to budgetary approval. Candidates should have a PhD and a specialization in Spanish applied linguistics and should also be qualified to teach translation. Teaching Hispanic literature, culture and civilization would be an asset. Extensive experience teaching language courses at all levels using Information Technology is an asset. Native or near native fluency is required, and a firm commitment to teaching excellence as well as an on-going agenda for research and publication. Applications, with a CV, a Teaching Dossier and the names, addresses and contact information for three referees, should be sent by October 23, 2006 to: Wilfrid Laurier University, Dr. Mercedes Rowinsky-Guerts, Chair, Department of Languages and Literatures, 75 University Avenue, Waterloo, Ontario, N2L 3C5. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **LANGUAGES, LITERATURES & CULTURES — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the areas of French and Arabic commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 2873; Fax: 519-971-3648; Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **LAW — Queen's University.** Queen's University Faculty of Law invites applications for up to three tenure-track or tenured appointments, particularly at the Assistant or Associate Professor level, to begin July 1, 2007. The Faculty is seeking candidates who will contribute actively to the life of the academic community at Queen's and beyond. The main criterion is academic excellence, or a demonstrated potential for excellence, as reflected in the candidate's scholarly and teaching record. Applicants must have completed, or be close to completing, graduate studies in law or a related field. The Faculty welcomes applicants from all areas of legal study and is particularly interested in applicants with expertise in Business Law, Tax Law, International Law, Intellectual Property Law, and Labour Law. Queen's Law is one of Canada's leading law schools, with a distinguished record of outstanding teaching and research. Located in historic Kingston, Ontario, Queen's Law is a mid-sized law school with a long history of a high degree of faculty and student engagement. Queen's Law also has a curriculum and research profile that is global in scope, including Canada's largest law school study abroad summer program, operated at our International Study Centre at Herstmonceaux Castle in the UK. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Each application must include a curriculum vitae, copies of all university transcripts, copies of sample publications, a brief statement of current and prospective research interests, and a statement on teaching experience or potential, including any available course outlines and evaluations. Applicants should also supply information concerning any interruptions in their academic career. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. Writing samples will not be returned and incomplete applications may not be considered. The application should be submitted by October 13, 2006, although applications after this date may still be considered. Letters from the referees should arrive by November 1, 2006. Additional information which may be of interest to prospective faculty members can be found at http://www.queensu.ca/facultyrecruitment/. The academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. Applications and letters of reference should be sent to: Dean W. Flanagan, Faculty of Law, Queen's University, Kingston, Ontario, Canada, K7L 3N6, Telephone: (613) 533-6000, extension 74285; Fax: (613) 533-6509; Email: w.flanagan@queensu.ca; Website: http://law.queensu.ca/.

■ **LAW — McGill University.** McGill University's Faculty of Law invites applications from candidates with a strong commitment to innovation and excellence in teaching and research, and who will make a creative contribution to the governance of the Faculty and the University. Subject to budgetary approval, the Faculty anticipates entry-level tenure-track positions, senior positions and a joint appointment commencing July 1, 2007. For details please visit the Faculty web-page: www.law.mcgill.ca/faculty/positions-en.htm. Application deadline: December 1, 2006. Applications should be sent by regular mail or by fax only. Please note the Faculty does not accept applications sent by electronic mail.

■ **LAW & SOCIETY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Law and Society. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **LETTRES FRANÇAISES — Université d'Ottawa.** Le Département sollicite des candidatures à un poste de professeur adjoint conduisant à la permanence. Fonctions: a) Enseignement aux trois cycles d'études (cours de langue inclus). b) Encadrement d'étudiants des 2e et 3e cycles. c) Recherches, publications et participation à des équipes de recherche. d) Participation aux activités départementales. La personne choisie devra être rapidement admissible à la Faculté des études supérieures et postdoctorales. Critères d'admissibilité: Doctorat, publications attestant une compétence dans les deux domaines précisés, expérience de l'enseignement avec de bonnes évaluations, une expérience de la recherche informatique serait un atout, connaissance passive de l'anglais. Salaire: selon la convention collective. Entrée en fonction: le 1er juillet 2007. Prière d'adresser sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, des évaluations de son enseignement et trois lettres de recommandation confidentielles envoyées sous pli séparé, à Madame Dominique Lafon, Directrice, Département de Lettres françaises, Pavillon Lamoureux, 60, rue Université, Ottawa (Ontario) K1N 6N5. Date de clôture: le 10 novembre 2006. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler: www.uottawa.ca/academic/arts/lettres/.

■ **LIBRARY — University of Windsor.** The University of Windsor's Leddy Library invites applications for a tenure-track Librarian position commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 3161; Fax (519) 971-3638; E-mail: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **LINGUISTICS — University of Toronto Scarborough.** Applications are invited for a two-year Contractually Limited Term Appointment at the rank of Assistant Professor in Linguistics, Department of Humanities, University of Toronto Scarborough (UTSC), beginning July 1, 2007 and ending June 30, 2009. Candidates should have a PhD in linguistics, with specialization in morpho-syntax, and must be able to teach morphology and syntax at the undergraduate level. It is desirable that candidates be able to teach a range of courses in the undergraduate program, including non-core courses such as sociolinguistics. Candidates with a record of excellence in both research and teaching will be given preference. Send a letter of application, curriculum vitae, one writing sample, and teaching materials to Professor William R. Bowan at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 15, 2006. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **LINGUISTICS — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in Linguistics at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobsd/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Regional Program Clinical Director, Neurosciences and Divisional Directors, Neurology

Department Of Medicine And Department Of Surgery

Capital Health (CH) and the Faculty of Medicine and Dentistry, University of Alberta are inviting applications from clinical Neuroscientists (Neurologists or Neurosurgeons) to the positions of Regional Program Clinical Director – Neurosciences (RPCD Neurosciences), Divisional Director Neurology, Department of Medicine, and Divisional Director Neurosurgery, Department of Surgery. Successful candidates in the recruitment of the two full-time academic tenured Divisional Director positions have the opportunity to be considered for a joint appointment to the position of RPCD-Neurosciences, Capital Health. Together, the Faculty of Medicine and Dentistry and Capital Health represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions in the country. With annual budgets of $200 million and more than $2 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

The Regional Program Clinical Director for Neurosciences will fill a key physician leadership role in Capital Health. He/She will be a member of the regional medical leadership structure and, in cooperation with the regional administrative leaders for Neuroscience programs and services, have lead accountability for determining the service delivery plan for neurosciences for the region. The RPCD - Neurosciences will also have responsibility for developing the Neurosciences physician resource plan and providing input and endorsement for all Neuroscience recruits to the region. Other duties include providing strategic and policy advice, ensuring that regional standards of care and health outcomes are achieved, achieving alignment across clinical areas, programs and disciplines, and assisting with the development of medical leadership.

The Divisional Directors for Neurology and Neurosurgery will be physicians with a reputation as scholars, demonstrated successful leadership experience and the ability to strengthen the University's reputation as a leading research-intensive post-secondary institution in Canada and abroad. Applicants must be eligible for physician licensure in the Province of Alberta. The successful candidates, together with the respective Chairs of the Departments of Medicine and Surgery, will be responsible for the undergraduate and postgraduate medical training programs and for advancing graduate and faculty research programs. The Division of Neurology has an outstanding basic and clinical research program in stroke, movement disorders, and neurodegeneration. In both Neurology and Neurosurgery, the opportunities for research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), the new National Institute of Nanotechnology and the central roles of ABACUS, a newly established Alberta Heart and Stroke Foundation Research centre, the Mazankowski Alberta Heart Institute, iCARE and the Cross Cancer Institute. There are recruitment opportunities with Chairs available in stroke neurology, movement disorders, and neurodegeneration. Continued academic success of the Divisions of Neurology and Neurosurgery will depend on the success of individual researchers (including the Divisional Directors).

Further details regarding the scope and responsibilities of these positions are available to interested candidates by contacting wendy.brown@ualberta.ca. Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, and the City of Edmonton can be found on the following websites www.med.ualberta.ca, www.capitalhealth.ca, and www.edmonton.ca.

Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current clinical and research interests, leadership experience and thoughts on how to meet the challenges of academic leadership in an integrated health region. Three reference letters should also be included. The Committee welcomes applications at any time and expects to begin considering candidates in October 2006. Consideration will continue until the position is filled. Please send your application package to:

Tom Marrie, MD
Dean, Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7
E-mail: wendy.brown@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta and Capital Health hire on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

SIMON FRASER UNIVERSITY

Assistant Professor Asian Literature and Culture

The Department of Humanities at Simon Fraser University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1st, 2007.

The successful candidate will have a Ph.D in a field involving the interdisciplinary study of Asian literature and culture. The appointee will teach courses in Humanities and the Asia-Canada program. Based on an expertise in literature the candidate will address critical issues surrounding Asian identities and culture. The Asia-Canada program is an undergraduate program that integrates the interdisciplinary study of Asia within Asian-Canadian studies. Candidates should review the web sites of the Asia-Canada Program and the Department of Humanities.

Applicants should forward curriculum vitae, three letters of reference, and a covering letter indicating their interest and commitment to teaching, research and program development in the above field by **October 31, 2006** to:

Stephen Duguid, Chair, Department of Humanities
8888 University Drive, Simon Fraser University,
Burnaby, B.C. V5A 1S6

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

CAREERS CARRIÈRES

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■ **MANAGEMENT & ORGANIZATIONAL STUDIES — The University of Western Ontario.** The Aubrey Day Program in Management and Organizational Studies: Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,100 students enrolled. The only program of its kind offered by a Canadian university, the rigorous MOS curriculum combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting; Organizational and Human Resources; Management and Organizational Studies; and Commercial Aviation Management. Probationary (Tenure-Track) Positions: Applications are invited for appointments at the rank of Assistant or Associate Professor in at least two of the following areas: Accounting, Commercial Aviation Management, Finance, Marketing, Operations Management, Strategic Management. Candidates for all positions must have a PhD (or expected completion in 2007) in a related field, possess a strong record of scholarly research and publication, and provide evidence of superior teaching ability. Applications are welcome from candidates in all areas of accounting, commercial aviation management, finance, marketing, operations management, and strategic management. The successful candidates will be expected to develop a strong research program in their related area, teach undergraduate courses, and contribute to ongoing curriculum development. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. All appointments are effective July 1, 2007. Candidates with lesser qualifications may be considered for limited-term appointments. Applicants can learn more about the MOS Program at www.mos.uwo.ca. A curriculum vitae and evidence of successful teaching, as well as three academic letters of reference, should be forwarded to: Professor Keith Fleming, Director, Aubrey Dan Program in Management and Organizational Studies, Room 2040, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until November 15, 2006 or thereafter until the position is filled. Files will be reviewed prior to the deadline. The tenure-track positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **MATHEMATICS — University of British Columbia.** The Mathematics Department at the University of British Columbia is seeking outstanding candidates for at least four positions, subject to funding, at the tenure-track Assistant Professor level, with a starting date of July 1, 2007. Postdoctoral experience is normally expected. Exceptional candidates at the Associate Professor or Professor level may be considered. Priority research areas will be posted by October 6, 2006 at http://www.math.ubc.ca/priorities. In any event, exceptional candidates in any area of mathematics may be considered. Joint positions with other departments may also be possible. The successful applicant is expected to work in an area of interest to current faculty, to interact with related groups in the Department and to have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants are strongly encouraged to apply online as described at http://www.math.ubc.ca/Dept/jobs.htm#Apply. Alternatively, applicants may send a current CV including a list of publications, statement of research and teaching interests, and should arrange for three letters of recommendation to be sent directly to: Chair, Departmental Committee on Appointments, Department of Mathematics, #121 1984 Mathematics Road, University of British Columbia, Vancouver, B.C., Canada, V6T 1Z2. The deadline date for receipt of applications is December 1, 2006. The Department is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), Banff International Research Station (BIRS), and the UBC Institute for Applied Mathematics (IAM). For more information see http://www.math.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS — Nipissing University.** The Department of Computer Science and Mathematics in the Faculty of Arts and Science at Nipissing University invites applications for a tenure-track position in Mathematics, beginning July 1, 2007. The successful candidate will have a completed PhD and a demonstrated ability for excellence in both research and teaching. Rank and salary will be commensurate with experience and qualifications. The Department is committed to active scholarship in mathematics, and, while preference will be given to candidates with a research specialty in Geometric Topology and/or Dimension Theory (or a field closely related to these), strong candidates in other areas will also be considered. The successful candidate will be expected to teach a variety of undergraduate mathematics courses, and to contribute to the Department in other ways, which may include the supervision of senior undergraduate research projects. A letter of application plus a research agenda, statement of teaching philosophy, curriculum vitae, three letters of recommendation and representative teaching evaluations (if available) should be sent to: Dr. Rick Vanderlee, Dean of Arts and Science (Interim), Chair, Search Committee, Faculty of Arts and Science, Nipissing University, 100 College Drive, North Bay, ON, P1B 8L7. Fax: 705-474-3072. E-mail: rickv@nipissingu.ca. Consideration of applications will begin October 31, 2006, and continue until the position is filled. The Selection Committee would like to thank all applicants for their interest in Nipissing University; however, only those selected for interviews will be contacted. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Nipissing University is an equal opportunity employer. Nipissing University is situated in a beautiful, natural setting, on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city is located just 3.5 hours north of Toronto or west of Ottawa, and has a population of 60,000. For more information on Nipissing University and the City of North Bay, please visit our website at www.nipissingu.ca

■ **MATHEMATICS — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in operations research. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2007. Interested individuals should send a curriculum vitae, up to three selected reprints/preprints, and the names and addresses of three references to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 15, 2006. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in quantum computing. Successful applicants will be appointed to the Department of Combinatorics and Optimization and will be members of the Institute for Quantum Computing. In addition, there will be an opportunity to participate in activities in the Centre for Applied Cryptographic Research and the nearby Perimeter Institute for Theoretical Physics. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2007. Interested individuals should send a curriculum vitae, up to three selected reprints/preprints, and the names and addresses of three references to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 15, 2006. Tire University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track positions in algebraic combinatorics. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2007. Interested individuals should send a curriculum vitae, up to three selected reprints/ preprints, and the names and addresses of three references to Bill Cunningham, Chali, Oepartment of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 15, 2006. The University of Waterloo encouraages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

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■ **MATHEMATICS — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory, and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhO degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2007. Interested individuals should send a curriculum vitae, up to three selected reprints/ preprints, and the names and addresses of three references to Bill Cunningham, Chali, Oepartment of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 15, 2006. The University of Waterloo encouraages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS & STATISTICS — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Mathematics and Statistics commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ejaz Ahmed, Head, Oepartment of Mathematics and Statistics, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, ext. 3015; Fax. (519) 971-3649; E-mail: mhsta2@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **MATHEMATICS (ANALYSIS) — The University of Western Ontario.** Applications are invited for a probationary (tenure-track) position in analysis. This position is at the Assistant Professor level and is scheduled to commence on July 1, 2007. The department is seeking candidates with an outstanding record of research and publication in an area of analysis including partial differential equations, geometric analysis, complex ana-

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

All three positions are tenure-track at the Assistant Professor level. Candidates must demonstrate experience or potential in research and teaching, and must be able to contribute to both the undergraduate and graduate programs in the Faculty of Environmental Studies (FES). Information about FES is available at www.yorku.ca/fes

Faculty of Environmental Studies

TENURE-TRACK POSITIONS

ENVIRONMENTAL POLICY AND CLIMATE CHANGE

Seeking a candidate with expertise in the causes and consequence of climate change, Canadian and international climate change policies and options, and a good understanding of the vulnerabilities of natural, managed and human systems to the impact of climate change. Candidates should have a broad background in environmental policy, including energy and renewable energy. The deadline for receipt of completed applications is November 20, 2006.

INDIGENOUS PEOPLES AND GLOBALIZATION

Seeking a candidate with a broad knowledge and experience relating to the impacts of globalization on Indigenous communities and/or local, national and transnational Indigenous struggles against or engagements with globalization. Candidates should have a critical interdisciplinary view of Indigenous Studies, Globalization Studies, and/or International Political Economy. The deadline for receipt of completed applications is December 4, 2006.

LOCAL FOOD SYSTEMS AND SUSTAINABLE AGRICULTURE

Seeking a candidate with expertise and demonstrated leadership in expanding research and collaborative community action on food systems and agricultural alternatives, a field that includes a wide range of initiatives such as urban agriculture, organic agriculture, alternative food businesses, food security policy, food democracy and environmental justice movements. The deadline for receipt of completed applications is January 8, 2007.

All positions at York University are subject to budgetary approval. For complete positions descriptions, see www.yorku.ca/fes or www.yorku/acadjobs The start date for all positions is July 1, 2007.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

The **Department of Chemical and Petroleum Engineering** in the Schulich School of Engineering invites applications for several initial term, tenure-track academic positions. Appointments can be made at the Assistant, Associate or Professor rank, contingent on appropriate experience. As part of its commitment to excellence and growth in the energy and environment priority area, the University of Calgary is undertaking a major expansion which involves adding over 80 faculty, a major new research and education facility, and spaces for an additional 650 undergraduate and 350 graduate students. As part of this expansion, the Department is enhancing its undergraduate program in Oil & Gas Engineering and the Petroleum Minor in Chemical Engineering, as well as in associated research areas.

Individuals with an earned doctoral degree in either Chemical or Petroleum Engineering (or within 3 – 6 months of their doctoral thesis defense) and potential for excellent achievement in teaching and research are invited to apply. It will be an asset for applicants to have expertise in one or more of the following areas: process control and modelling, thermodynamics, separation processes, drilling and completions, production engineering, enhanced oil recovery, natural gas engineering, and petrophysics and formation evaluation. The appointee should hold, or be eligible to hold, the Professional Engineer designation with the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA). Successful candidates will participate in both undergraduate and graduate teaching programs and will be encouraged to work closely with the Department of Geology and Geophysics, and the Alberta Ingenuity Centre for In-Situ Energy.

The Department of Chemical and Petroleum Engineering has 25 full time faculty and offers BSc degrees in both Chemical and Oil & Gas Engineering. The Department has 250 undergraduate students and over 150 full-time graduate students working on varied topics in the area of oil and gas and chemical engineering. Graduate degree programs are offered at the MEng, MSc and PhD levels. The Department has excellent computational and experimental capabilities and many faculty are actively involved in inter-disciplinary programs within the Institute for Sustainable Energy, Environment and Economics (ISEEE). A 3-D Immersive Virtual Environment for Stereographic Viewing and the EnCena Parallel Simulation Laboratory will provide a focal point for future collaborative programs.

With its population at one million, Calgary is the centre of the Canadian hydrocarbon energy industry as well as the "engineering capital" of Canada, with strong international links. The appointees will have the opportunity of close collaboration with many allied oil & gas companies and research organizations located in Calgary. Calgary is situated within one-hour driving distance of the beautiful Canadian Rocky Mountains and Banff National Park, which offer outstanding opportunities for outdoor summer and winter activities.

Applications will start to be reviewed after **October 1, 2006** and the competition will remain open until suitable candidates are found. Interested individuals should submit a curriculum vitae, statements of research interests and of teaching focus and philosophy, copies of all academic transcripts, and the name and contact information of three referees, to: **Dr. T. G. Harding**, Professor and Head, Department of Chemical and Petroleum Engineering, University of Calgary, Calgary, Alberta, T2N 1N4 Canada; Phone: (403) 220-5750; Fax. (403) 284-4852; Email: tharding@ucalgary.ca.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates, and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

SCHULICH School of Engineering

UNIVERSITY OF CALGARY

CAREERS CARRIÈRES

lysis, harmonic analysis, symplectic and complex analytic geometry. The candidate is expected to have a commitment to and demonstrated aptitude for teaching at both the undergraduate and graduate levels and to supervise doctoral dissertations. Candidates are encouraged to apply electronically using MathJobs.Org: http://www.mathjobs.org. Applications may also be mailed to: Professor O. M. Riley, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B7, Canada. All applications should include a curriculum vitae and at least four letters of reference. At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. Any email inquiries should be addressed to: mathpos@uwo.ca. Our web address is: http://www.math.uwo.ca. The deadline for applications is November 30, 2006. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MATHEMATICS (GEOMETRY)** — The University of Western Ontario. Applications are invited for a probationary (tenure-track) position in geometry. This position is at the Assistant Professor level and is scheduled to commence on July 1, 2007. The department is seeking candidates with an outstanding record of research and publication in an area of geometry with a preference to algebraic geometry, arithmetic geometry, differential geometry, mathematical physics, and noncommutative geometry. The candidate is expected to have a commitment to and demonstrated aptitude for teaching at both the undergraduate and graduate levels and to supervise doctoral dissertations. Candidates are encouraged to apply electronically using MathJobs.Org: http://www.mathjobs.org. Applications may also be mailed to: Professor O. M. Riley, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B7, Canada. All applications should include a curriculum vitae and at least four letters of reference. At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. Any e-mail inquiries should be addressed to: math-pos@uwo.ca Our web address is: http://www.math.uwo.ca. The deadline for applications is November 30, 2006. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, which is centred on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to solid mechanics. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and at www.me.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4351; Email:mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Faculty of Engineering at the University of Waterloo is embarking on an exciting and innovative initiative to enhance our already world-class co-op undergraduate program. This new initiative is focused on the generation of design cases based on our own students' work-term experience, to be used to enrich courses throughout our undergraduate curriculum. These cases will be used in all Departments and emphasis will be placed on multi-disciplinary design problems. Applications are invited from outstanding individuals with significant design and multi-disciplinary project management experience, for a lecturer position administratively associated with the Department of Mechanical and Mechatronics Engineering. This is a definite term appointment for a period of three years, renewable for a further five years. The successful applicant will be responsible for working with students, faculty, staff and industrial partners to develop and implement engineering design cases. Duties will include the writing of design cases, teaching of design courses, and research in the area of design and design education. The applicant should hold an advanced degree and must have excellent communication skills; a passion for teaching; at least 10 years of relevant experience; and be registered as a professional engineer. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. P. Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, ON, N2L 3G1. Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. The salary will be commensurate with qualifications and experience. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** Exciting and challenging opportunity exists for a tenure-track position at the assistant, associate, or full professor rank in the Department of Mechanical and Mechatronics Engineering at the University of Waterloo. The department has strong industrially-funded manufacturing research activities, hosted within both the Solid Mechanics and Materials groups; Indeed, collaboration between faculty members in these two disciplines is considered a highlight of our program. The successful candidate will further strengthen this multi-disciplinary approach, drawing on strengths within both material science/engineering and solid mechanics. She/he will have expertise in traditional manufacturing processes such as extrusion, rolling, or injection moulding. This position will complement other activities in the Department in the areas of sheet metal forming, tube hydroforming, welding and joining, machining, powder metallurgy, casting, composites, and thin films with research interests in processing of metallic and/or non-metallic materials. Candidates with expertise and interests in process modelling with an emphasis on microstructural evolution and/or plastic deformation are particularly encouraged to apply. Strength in both graduate and undergraduate project supervision, teaching in the areas of manufacturing processes, solid mechanics, and materials engineering at all levels, and collaboration with other faculty members, particularly in the Solid Mechanics and Materials groups is considered essential. Applicants must hold a PhD in Material Science and Engineering or Mechanical Engineering and have relevant experience, good communication skills and potential or proven ability for excellence in teaching and research, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in Winter 2007 or as soon as possible thereafter. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.me.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **MECHANICAL ENGINEERING** — The University of British Columbia. The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in CAD/CAM. The starting date will be July 1, 2007, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. The Department has an Industrial Research Chair (IRC) in High Performance Virtual Machining supported by NSERC and Pratt & Whitney Canada. In addition to the regular faculty appointment, the successful candidate will be appointed as NSERC-Pratt & Whitney Canada Associate Industrial Research Chair for a five-year period following the successful renewal of the IRC. He/She will be expected to participate in virtual machining research. We are particularly interested in candidates who have strong practical engineering skills and experience, and who are keen to teach Engineering Design courses at the undergraduate level and CAD/CAM courses at the graduate level. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1- 2 pages) of research and teaching interests, and names and addresses (fax/email included) of four referees to Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z4. The deadline for receipt of applications is November 30, 2006. Please do not forward applications by email.

■ **MECHANICAL ENGINEERING — University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track faculty position at the level of Assistant Professor in Advanced Manufacturing (preferably but not limited to the sub-areas of Computer-Aided Manufacturing (CAM), multiple axis machining of sculptured parts, rapid prototyping with free-form fabrication, reverse engineering, and high-speed/high accuracy machining). Under exceptional circumstances appointments at the Associate Professor level will be considered. Candidates for this position must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 23 faculty members including three Canada Research Chairs, more than 70 graduate students, and a large number of research personnel and visiting researchers. The Department is very active in research with first-rate laboratories and diverse research funding.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Faculty Position for Teaching Physiologist

The Department of Physiology at The University of Alberta invites applications for a tenure track faculty position at the level of Assistant or Associate Professor in the area of physiology teaching. Salary for rank will be according to the collective agreement with the University of Alberta. Qualifications must include a Ph.D., and a demonstrated ability to teach at the undergraduate level. The primary focus of the position is teaching physiology at the undergraduate level and development of new teaching materials. Faculty in the Department of Physiology collectively teaches introductory courses (900 students) and the honours program (120 students). The successful candidate will also conduct high quality educational research and/or collaborate with existing physiological research programs within the department. Currently, these include; neuro- and visual physiology, control of respiratory drive, membrane proteins, cardiovascular physiology and endocrinology.

Deadline for receipt of applications is December 15, 2006. Commencement date is negotiable. Please submit a curriculum vitae, brief statement of teaching experience, research interests, if applicable, career goals, and the names of three referees to:

Dr. C.I. Cheeseman
Chair, Search and Selection Committee
Department of Physiology
7-55 MSB Bldg
University of Alberta
Edmonton, AB, Canada T6G 2H7

For further information, consult www.physiology.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. If suitable Canadian citizens or Permanent Residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF NURSING

WWW.USASK.CA/NURSING

Nursing Faculty

Tenure-Track and Limited-Term

To meet the dynamic and exciting growth of our nursing programs, we have tenure-track and limited-term faculty positions available at our Saskatoon, Regina, and Prince Albert campuses. Planning is underway for the construction of a new, state-of-the-art health sciences facility at the University of Saskatchewan in Saskatoon. We boast one of the largest Aboriginal nursing enrollments in Canada. Our areas of research focus currently include primary health care, rural/remote health, Aboriginal health, forensic/mental health, and community development.

We seek professional, dedicated, and team-oriented faculty for the following areas:

- Four-year BSN program and a two-year second degree entry option
- BSN program for diploma-prepared nurses
- Master of Nursing program – includes advanced nursing practice option planned for Fall 2006
- PhD program expected to commence in the Fall of 2007

Qualifications:

- **Tenure-track** faculty will have a doctoral degree, with at least one degree in nursing, and be eligible for RN or RPN registration in Saskatchewan. If you are currently enrolled in a doctoral degree program, you are expected to complete the degree prior to the consideration of tenure. Ideally, you will have a program of research/scholarship. Registration as a nurse practitioner would be an asset.
- **Limited-term** faculty will have a minimum of a Master's preparation with at least one degree in nursing, and be eligible for RN or RPN licensure in Saskatchewan. Registration as a nurse practitioner would be an asset.

Academic Settings:

One of six health science colleges at the University of Saskatchewan, the College of Nursing offers unique opportunities for interdisciplinary research and practice. The four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), is offered in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institution of Applied Science and Technology (SIAST) and the First Nations University of Canada. A two-year second degree entry option of the NEPS is offered in Saskatoon in collaboration with SIAST. The Post-Registration BSN program and the Masters in Nursing program are offered from the Saskatoon campus. Nursing faculty are also engaged in offering an interdisciplinary Master of Public Health to start Fall 2006.

Responsibilities:

You will teach in the undergraduate and graduate programs and participate in scholarly work such as research and/or professional practice. To meet the dynamic and exciting growth needs of the nursing programs, we encourage applications from those with expertise in all acute care areas, specialty areas, and community health.

Remuneration:

Ranks and salary will be commensurate with experience. We have an excellent benefit plan and research start-up support for new faculty. Positions are subject to final budgetary approval.

Please send a curriculum vitae listing three references, by Wednesday, November 15th, to: **Professor Joan Sawatzky**
Acting Dean, College of Nursing, UNIVERSITY OF SASKATCHEWAN
A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK S7N 5E5
e-mail: sherry.stuber@usask.ca fax: (306) 966-6621

All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. We are committed to the principles of employment equity and encourage applications from all qualified women and men including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF SASKATCHEWAN

CAREERS CARRIÈRES

The Department has an excellent collegial atmosphere and attracts excellent graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be sent by October 31, 2006 in mail to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MONDIALISATION & DÉVELOPPEMENT INTERNATIONAL — Université d'Ottawa.** L'Université d'Ottawa annonce l'ouverture de deux postes menant à la permanence, au rang de professeur adjoint ou agrégé, pour appuyer un nouveau programme de maîtrise interdisciplinaire en mondialisation et développement international. Les candidats retenus seront affectés au programme ainsi qu'à l'une des sept unités participantes: droit, études politiques, géographie, histoire, science économique, sciences des religions, ou sociologie et anthropologie. Entrée en fonction: le 1er juillet 2007. Exigences: un doctorat, des publications, et expérience dans l'enseignement ou expérience professionnelle appropriée. Les candidats retenus enseigneront dans l'unité sous-jacente de leur première affectation, ainsi que deux des cours obligatoires faisant partie du programme interdisciplinaire. Le candidat devra enseigner en français et en anglais. Rang: Professeur adjoint ou agrégé. Salaire: selon la convention collective. Prière de faire parvenir un curriculum vitae ainsi que trois lettres de recommandation confidentielles à Madame Ruby Heap, Doyenne associée, Faculté des études supérieures et postdoctorales, Université d'Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 1er décembre 2006 mais l'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés à la satisfaction du Comité de sélection. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanofeatures (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefaculty hiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NEUROSCIENCE — Queen's University.** The Centre for Neuroscience Studies (CNS) seeks applications for a Computational Neuroscientist to strengthen and support its neuroscience program at Queen's University in Kingston, Ontario, Canada. The CNS was established in January 2001 as a centre devoted to multidisciplinary neuroscience initiatives. It boasts 58 faculty members of diverse backgrounds spanning 13 departments and two faculties. We are recruiting to this position to further collaborative links and joint activities within the CNS. The successful candidate must hold a PhD in a field related to the area of computation neuroscience with at least two years of post-doctoral training in neural computation and computational modeling. The successful candidate will develop a strong research program at Queen's University, complement existing research strengths in neuroscience, and be able to teach at both the graduate and undergraduate levels. Salary will be commensurate with experience. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Academic staff at Queen's University are governed by a collective agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at http://www.qufa.ca/. Applications including a full curriculum vitae, copies of recent publications, one page statement of research interests and names and contact information of three referees should be sent to Dr. Douglas P. Munoz, Director, Centre for Neuroscience Studies, Room 234 Botterell Hall, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Telephone (613) 533-6360; Fax (613) 533-6840. Review of applications will commence on November 1st, 2006 and will continue until the position is filled. *Position subject to budget approval.

■ **NURSING — University of Windsor.** The University of Windsor invites applications for faculty positions in the Faculty of Nursing commencing July 1, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elaine Duffy, Dean, Faculty of Nursing, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Phone: (519) 253-3000, x2259; Fax: (519) 973-7084; Email: eduffy@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Oraklich, Director, Faculty Recruitment at 877-665-6606 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

Rotman UNIVERSITY of TORONTO

The Joseph L. Rotman School of Management at the University of Toronto invites applications for the

L.R. WILSON/R.J. CURRIE CHAIR IN CANADIAN BUSINESS HISTORY

The chairholder will have an internationally distinguished record of excellence in research and teaching and provide academic leadership for the School's scholarly activities in the area of business history. This tenured appointment (at the rank of Full Professor) will be effective July 1, 2007.

Founded in 1827, the University of Toronto is Canada's premier research institution.

The Joseph L. Rotman School of Management is considered amongst the top tier of business schools worldwide offering a variety of undergraduate and graduate degree programs tailored to the current needs of businesses and individual managers.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please send by January 19, 2007 a letter of application with a curriculum vitae and the names of three references to:

Dr. Peter Pauly, Vice-Dean, Research & Academic Resources,
Joseph L. Rotman School of Management, University of Toronto,
105 St. George Street, Toronto, Ontario, Canada, M5S 3E6.
Fax. (416) 978-5813; e-mail: pauly@rotman.utoronto.ca

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Athabasca, AB

Assistant Professor, Marketing
School of Business

The Assistant Professor, Marketing will be part of a highly motivated team advancing technological boundaries in undergraduate business education and global delivery of our online Bachelor of Commerce, Marketing major. The successful candidate will possess a PhD (or be near completion) in marketing or a related discipline. A strong commitment to marketing teaching and research, and expertise in marketing research, consumer behaviour, international business and e-marketing would be desirable. An ability to collaborate with a team in the development of a comprehensive marketing program is necessary. All educational credentials must be recognized in Canada.

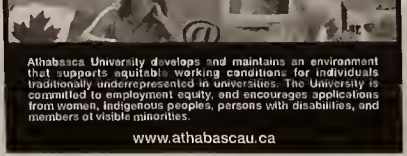
Please refer to the full job profile on our Web site at:
www.athabascau.ca/jobprofiles

This is an AUFA tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from **Dr. David Annand at (780) 675-6193** or via e-mail: **davida@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees, **quoting competition #CA-APM-0712**. Applications should be e-mailed to the **Human Resources Advisor, Human Resources, at resume@athabascau.ca** The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications **October 31, 2006**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

LaurentianUniversity
UniversitéLaurentienne

Tenure-Track Position
Chemical Engineering

The School of Engineering at Laurentian University invites applications for a tenure-track position in Chemical Engineering with expertise in the environmental area, at the rank of Associate or Full Professor starting January 1, 2007.

Candidates are expected to have extensive design experience and a strong commitment to excellence in teaching and research. Applicants must hold a PhD in Chemical Engineering with environmental specialization/experience, and the ability and willingness to teach both undergraduate and graduate courses. Commitment to or eligibility for registration as a professional engineer in Ontario is a requirement for this appointment. The School of Engineering offers programs leading to the BEng, MASC, MEng and PhD degrees.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Laurentian University is committed to employment equity. Candidates are advised to read the Collective Agreement at www.lufapul.ca.

Applicants should send their full curriculum vitae, and the names of three references to:

Dr. Harley d'Entremont, Vice-President Academic
Laurentian University, Sudbury, Ontario, P3E 2C6
Email: hdentremont@laurentian.ca

Vos annonces par courriel!

ads@caut.ca

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■ **OBSTETRICS/GYNECOLOGY — McGill University.** The Department of Obstetrics and Gynecology of McGill University and the Royal Victoria Hospital of the McGill University Health Centre invite applications for a faculty position. Rank and salary will be commensurate with qualifications and experience. Applicants should have a PhD or MD degree and demonstrated excellence in fundamental biological or medical research. We are particularly interested in candidates with demonstrated expertise in stem cell biology, especially as related to reproductive or developmental biology. The successful applicant will be provided with a generous start-up package and is expected to establish a dynamic externally funded research program. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please send a curriculum vitae, statement of research experience and future research plans, and the names and addresses of three referees to: Dr. Seang Lin Tan, James Edmund Dodds, Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1. Fax: (514) 843-1678. E-mail: seanglin.tan@muhc.mcgill.ca.

■ **ORGANIZATIONAL BEHAVIOUR/HUMAN RESOURCES MANAGEMENT — University of Alberta.** The Department of Strategic Management and Organization, University of Alberta School of Business, invites applications for a full-time tenure-track position in the combined fields of OB-HRM at the associate or full professor level (outstanding junior faculty will be considered). A PhD is required. Candidates should have a demonstrated commitment to excellence and a strong publication record in respected academic journals, such as Academy of Management Journal, Academy of Management Review or Journal of Applied Psychology. Success in obtaining research grants and scholarly activities will also be considered. Applicants should also have a strong aptitude for teaching, including management development, and should have an interest in developing research and educational partnerships with government, labor organizations or business organizations. The School of Business has an energetic PhD programme and the successful candidate will be expected to play an active role in its continuing success and development. The position is subject to budgetary approval. The Business School is able to offer competitive salaries through market supplements. Appointments are normally effective July 1, 2007 although January 1, 2007 or 2008 would be considered. Send resume to: Dr. Yoni Reshef, Chair, Department of Strategic Management and Organization, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6; Fax: (780) 492-7971; or by e-mail with an attachment: smoug@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **PEACE, CONFLICT & SECURITY — York University.** The York Centre for International and Security Studies, Faculty of Arts, York University Toronto, Ontario, Canada invites applications for a tenure-track appointment at the Assistant Professor level in Peace, Conflict and Security. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and bioinformatics. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmacoinformatics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1–2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Philosophy in the area of Social and Political Philosophy, AOC open commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jeff Noonan, Head, Department of Philosophy, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2317; Fax: 519-971-3681; Email: philos@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Oraklich, Director, Faculty Recruitment at 877-665-6606 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **PHILOSOPHY — York University.** Faculty of Arts, Toronto, Canada, Department of Philosophy. A tenure stream appointment at the assistant professor level. Area of specialization is Cognitive Science, understood broadly to include related philosophical disciplines and philosophy of psychology, but the areas of competence are open. PhD in philosophy and demonstrated potential for excellence in teaching, research and publication. See full ad at http://www.arts.yorku.ca/phil "Employment Opportunities". Position commences July 1, 2007, is subject to budgetary approval. We will be interviewing at the APA in Washington D.C. Please submit your application by December 4, 2006. Send curriculum vitae, a writing sample, teaching portfolio, and three academic reference letters to: Cognitive Science Chair, Department of Philosophy, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Faxed applications will not be accepted, hard copy preferred.

CAREERS CARRIÈRES

■ **PHILOSOPHY — York University.** Faculty of Arts, Toronto, Canada, Department of Philosophy. A tenure stream appointment at the assistant professor level. Area of specialization is Feminist Philosophy, or any discipline in philosophy studied from a feminist standpoint. PhD in philosophy and demonstrated potential for excellence in teaching, research and publication. See full ad at http://www.arts.yorku.ca/phil Employment Opportunities". Position commences July 1, 2007, is subject to budgetary approval. We will be interviewing at the APA in Washington D.C. Please submit your application by December 4, 2006. Send curriculum vitae, a writing sample, teaching portfolio, and three academic reference letters to: Feminist Philosophy Chair, Department of Philosophy, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Faxed applications will not be accepted, hard copy preferred.

■ **PHILOSOPHY (ANALYTICAL) — McGill University.** Assistant Professor, tenure track, beginning September 2007. AOS: One or more of the following (or closely refated) areas of Philosophy: Philosophy of Language, Philosophy of Mind, Metaphysics, Epistemology. Ability to teach logic to the intermediate level would be an asset. Candidates must demonstrate excellence in research and teaching, possess broad philosophical interests, and be able to interact with colleagues in a variety of areas in philosophy. Teaching load: Four (undergraduate and graduate) courses per year (normally two in each semester). Graduate (PhD) and undergraduate supervision. Usual administrative responsibilities. PhD is expected by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, publications or a representative sample of written work, and three letters of reference. The deadline for receipt of complete applications is 15th November, 2006. Address: Search Committee (Analytic), Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada, H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that materials cannot be returned. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is an asset.

■ **PHYSICS — University of Toronto.** Applications are invited for a position as a Research Scientist with the Institute of Particle Physics of Canada, IPP (http://www.ipp.ca). Candidates should preferably have three years of postdoctoral experience and a demonstrated record of accomplishment in experimental high energy particle physics. The Research Scientist appointment is associated with an academic research position at a Canadian University and includes the right to hold research grants and to supervise graduate students. This position can become permanent after three years of employment. Research Scientists are expected to participate in the IPP Program. The current core experiments of the program are: p-p collisions at the LHC (ATLAS); B physics at the SLAC B-factory (BaBar); p-pbar collisions at the TEVATRON (CDF); dark matter searches at SNOLab (PICASSO); solar neutrino studies (SNO); long baseline neutrino studies at J-PARC (T2K); particle astrophysics studies (Veritas); e-p collisions at HERA (ZEUS). The choice of experiment and university affiliation will be determined by mutual agreement between the candidate and the IPP. Send curriculum vitae, statement of research interests and arrange to have at least three letters of reference sent, for receipt before December 1, 2006, at: Prof. W. Trischuk, Director, Institute of Particle Physics, Department of Physics, University of Toronto, 60 Saint George Street, Toronto, ON, M5S 1A7, Canada; fax: 416-978-8221; email: william@physics.utoronto.ca. All qualified candidates are encouraged to apply, however, in accordance with Immigration regulations, Canadians and permanent residents will be given priority.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** Applications are being invited for one or more tenure-track faculty positions at the Institute for Quantum Computing (IQC) with the Department of Physics and Astronomy. The search is focused on experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists will also be considered). Successful candidates will hold a faculty position in the Physics and Astronomy Department with a cross-appointment to IQC, leading to teaching reduction and a stipend. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at http://www.iqc.ca. The IQC, at present, includes 14 faculty in quantum information from the Faculties of Engineering, Mathematics and Science. The Physics department, http://www.science.uwaterloo.ca/physics, is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics and quantum information. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and IQC's Centre for Applied Cryptographic Research. Interested Individuals should send curriculum vitae, selected reprints/preprints and the names of three references to the Chair of the hiring committee: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: laflamme@iqc.ca; phone: (519) 888-4021; fax: (519) 888-7610. The deadline for receiving applications is 15 December 2006 (late applications may be considered if any positions remain unfilled).

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics and Astronomy, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in condensed matter physics, with an emphasis in the area of strongly correlated systems. For exceptional senior candidates, an appointment at a higher level may be possible. More than one position may be available depending on our funding situation. We are seeking applications from both theorists and experimentalists. We are particularly interested in experimentalists that use spectroscopic techniques (NMR, Raman, muSR, neutron, ARPES and inelastic X-ray) as well as theorists with a computational approach to strongly correlated systems. Further information about the Department can be found on our Web page: http://www.physics.uwaterloo.ca/index.html. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by January 08, 2007 and addressed to Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLANNING (PUBLIC HEALTH) — University of Waterloo.** The School of Planning and the Department of Health Studies and Gerontology at the University of Waterloo invite applications for a faculty position (tenured or tenure-track) in a discipline relevant to the planning aspects of public health. This position will support the university's new Master of Public Health (MPH) program, as well as the thesis-based Masters and Doctoral research programs in Health Studies and Planning. Suitable academic disciplines will include community or population epidemiology, medical/health geography, demography, public health, and other relevant disciplines with a strong quantitative orientation to public health problems, such as the health impacts of the built environment, land use planning, and associated human activity patterns. Candidates with a demonstrated background and research record in demographic analysis or in spatial-temporal analysis of public health problems (e.g. GIS methods, spatial epidemiology, or public health informatics) are especially encouraged to apply. The University of Waterloo has recently initiated a significant expansion in teaching and research within the area of public health, both at the undergraduate and graduate levels. At the graduate level, a new Master of Public Health (MPH) program has been developed within the Faculty of Applied Health Sciences to complement existing research-oriented MSc and PhD programs. Having received formal approval from the Province of Ontario, the MPH program will begin offering courses to its initial class of students starting in August 2006. It is anticipated that the MPH program will grow to a total enrolment of up to 100 students by the end of the decade. The successful candidate will be located in the School of Planning and hold a joint appointment with the Department of Health Studies and Gerontology. Teaching and mentorship components of the MPH program will comprise a significant portion of the applicant's duties. Working within a normal teaching load limit, additional duties will consist of undergraduate and graduate teaching in both academic units, including the supervision of MSc and PhD students, and the development/continuation of an independent research program in the public health field. Although an appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants should have a demonstrated interest for research in one or more areas that complement those represented among the epidemiologists and biostatisticians participating in the MPH program. Excellent teaching and communication skills are also essential. The effective date is expected to be July 1, 2007 but early or later appointments are also possible if warranted. The closing date for applications is November 15, 2006. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Murray Haight, Director, School of Planning, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLANNING (URBAN DESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, however demonstrated expertise in urban design from doctoral level landscape architecture or environmental design training will also be considered, a mix of international and North American urban design project experience and demonstrata potential for leadership in developing instructional design programs that include innovative approaches to urban design studio instruction (including computer assisted design in urban planning studies.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mchaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

■ **POLITICAL SCIENCE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Political Science commencing July 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: 519-253-3000, Ext. 2347; Fax. 519-973-7094; E-mail: tnajem@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca

■ **POLITICAL SCIENCE — Simon Fraser University.** The Department of Political Science at Simon Fraser University invites applications for a tenure track appointment at the Assistant Professor level, in the area of Canadian politics and government. Completion or near-completion of a PhD and a well-developed research agenda are required; ability to teach quantitative methods would be an asset. Applications should include a curriculum vitae, an article-length writing sample, a teaching dossier, if available, and the names of three referees. These referees should be asked by applicants to send references directly to Dr. David Laycock, Chair, Department of Political Science, Simon Fraser University, Burnaby, BC, V5A 1S6. Applicants must include among their referees at least one who can comment on their teaching experience and potential. The deadline for receipt of these applications and associated materials is September 30, 2006. The position will commence on September 1, 2007. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All appointments are subject to final budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **POLITICAL SCIENCE — University of Ottawa.** The School of Political Studies at the University of Ottawa invites applications for one tenure-track faculty position in political thought, subject to budgetary approval, commencing July 1, 2007. For further information about this position, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp The Faculty of Social Sciences also invites applications for positions in the following areas: Public Administration, Conflict Studies, Public and International Affairs and International Development and Globalization. For further information, please consult our website.

■ **POLITICAL SCIENCE — Wilfrid Laurier University.** The Department of Political Science at Wilfrid Laurier University invites applications for the CIGI (Centre for International Governance and Innovation) Chair in Global Governance, at the Associate or Full Professor level. The position will commence July 1, 2007, subject to budgetary approval. Applicants with an established research program in areas such as international trade, international institutions, multilateralism, comparative public policy, or international political economy are encouraged to apply; this list is not exhaustive but representative of the types of areas being sought. The successful candidate will be expected to teach at the undergraduate and graduate levels (including the Masters in Political Science program, as well as two interdisci-

NIPISSING UNIVERSITY

SCHOOL OF BUSINESS & ECONOMICS

NIPISSING UNIVERSITY is situated in a beautiful, natural setting, on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city is located just 3.5 hours north of Toronto or west of Ottawa, and has a population of 60,000. For more information on Nipissing University and the City of North Bay, please visit our website.

MARKETING
ORGANIZATIONAL BEHAVIOUR/ HUMAN RESOURCES MANAGEMENT

The School of Business and Economics invites applications for three tenure-track positions in the areas of Marketing (two positions) and Organizational Behaviour or Human Resources Management. The School offers a four-year Honours Bachelor of Business Administration program with specializations in Accounting, Economics, Marketing, Human Resources Management and Technology Management. Successful candidates will have a PhD (in hand or be nearing completion), a strong commitment to undergraduate teaching, and a demonstrated potential for excellence in research. The anticipated start date is January or July 2007 (negotiable). Rank and salary are negotiable and will be commensurate with qualifications and experience. All positions are subject to final budgetary approval. The School of Business and Economics has experienced significant growth over the past five years.

Please forward your application, including a curriculum vitae, evidence of teaching and research performance, and the names and contact information for three referees, to: **Dr. Rick Vanderlee, Dean of Arts and Science (Interim), Chair, Search Committee, Faculty of Arts and Science, Nipissing University, 100 College Drive, North Bay, ON P1B 8L7. Fax: 705-474-3072. E-mail: rickv@nipissingu.ca.** Consideration of applications will begin **October 31, 2006,** and continue until the positions are filled. The Selection Committee would like to thank all applicants for their interest in Nipissing University; however, only those selected for interviews will be contacted.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.nipissingu.ca *Nipissing University is an equal opportunity employer.*

SIMON FRASER UNIVERSITY SURREY

Assistant Professors School of Computing Science

The School of Computing Science at Simon Fraser University invites applications for two tenure-track positions at the Assistant Professor level for its Surrey campus in the Greater Vancouver area. Outstanding candidates at more senior levels may also be considered. A Ph.D. in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in the areas of Software Engineering and software aspects of Distributed Embedded Systems. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area.

Simon Fraser University is one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 Ph.D. and M.Sc. students, 800 undergraduate majors, and 58 faculty members, across two campuses. The new Surrey campus of SFU is located in an award-winning architectural complex in the centre of Surrey, while the main campus is 25 minutes away situated on Burnaby Mountain. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

To apply, send curriculum vitae, evidence of research productivity, and the names, addresses and phone numbers of three referees to:

Faculty Search (Surrey campus), School of Computing Science
8888 University Drive, Simon Fraser University
Burnaby, British Columbia, Canada V5A 1S6
Email: Surrey-faculty-search@cs.sfu.ca

Applications will be accepted until the positions are filled; however to be assured consideration by the search committee, applications must be received by **January 15, 2007**. All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca.

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

CAREERS CARRIÈRES

plinary graduate programs – the Masters in International Public Policy and the Joint Wilfrid Laurier University/University of Waterloo PhD in International Governance – which are currently in the approval process). In addition, the CIGI Chair will become a fellow at the Centre for International Governance and Innovation, an international think tank founded to bring scholars and practitioners together to develop ideas for global change and reforms of multilateral governance. Applications, including a curriculum vitae and the names of three referees should be sent directly by mail to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo ON, N2L 3C5; Telephone: (519) 884-0710, ext. 3663; e-mail:btanguay@wlu.ca Applications must be received no later than November 20, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr David Docherty

■ **POLITICAL SCIENCE – Wilfrid Laurier University.** The Department of Political Science at Wilfrid Laurier University invites applications for a tenure-track appointment at the Assistant or Associate Professor level, subject to budgetary approval, commencing July 1, 2007. Applicants should have Canadian Government and Politics as their major teaching and research field, should have a PhD in political science (completed or near completion), and should expect to teach at both the undergraduate and graduate levels. Applications, including a curriculum vitae and the names of three referees should be sent directly by mail to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo ON N2L 3C5; Telephone: (519) 884-0710, ext. 3663; e-mail: btanguay@wlu.ca Applications must be received no later than October 23, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty

■ **POLITICAL SCIENCE – Wilfrid Laurier University.** The Department of Political Science at Wilfrid Laurier University invites applications for a tenure-track appointment at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2007. Applicants should have Research Methods as one of their major teaching fields, should have a PhD in political science (completed or near completion), and should expect to teach at both the undergraduate and graduate levels. Applications, including a curriculum vitae and the names of three referees should be sent directly by mail to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo ON N2L 3C5; Telephone: (519) 884-0710, ext. 3663; e-mail: btanguay@wlu.ca. Applications must be received no later than October 23, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty

■ **POLITICAL SCIENCE – Simon Fraser University.** The Department of Political Science at Simon Fraser University (Burnaby, British Columbia) invites applications for a tenure track position at the rank of Assistant Professor to teach in a new cohort type program in Public Administration and Community Services, primarily taught in French. Primary teaching responsibilities will be in the cohort program, but candidates must be able to teach in English as well as French. Applicants should have a completed PhD at the commencement of the appointment, a well-developed research program in public administration/public policy and evidence of potential for excellence in research and teaching. The successful candidate must be able to teach courses in Canadian government and public administration/public policy as well as in international policies or comparative policies at the undergraduate level. An interest in teaching courses on community consultation and community-based projects would be an asset. For a description on the program, please see: http://www.sfu.ca/frcohort. The appointment will begin September 1, 2007. Candidates should forward their applications to Professor David Laycock, Chair, Department of Political Science, Simon Fraser University, Burnaby, BC, Canada, V5A 1S6. Applications are due no later than December 1, 2006, and must include: (1) a letter of application outlining the candidate's qualifications; (2) candidate's curriculum vitae; (3) one article-length sample of candidate's scholarly work; (4) a teaching portfolio with one course syllabus and one detailed lesson plan; (5) names of three referees, at least one of whom can comment on the candidate's teaching ability and capacity to teach both in French and English, and on the quality of the candidate's French language (spoken and written), in addition to their scholarly qualifications. If available, other evidence of teaching performance such as course evaluations is welcome. Candidates must contact their referees and have their referees' letters sent directly to the Chair, to be received by December 1st, 2006. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budget approval. Under the authority of the University Act personal information that is required by the University for Academic Appointment competitions will be collected. For further details see http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **POLITICAL SCIENCE (ABDRIGINAL POLITICS) – University of Toronto (St. George Campus).** The University of Toronto invites applications for a tenure-stream position in the area of Aboriginal Politics in Canada. The appointment will be at the rank of Assistant Professor and will begin July 1, 2007. The appointment will be on the St. George campus and will be shared between the Department of Political Science (51 percent) and the Aboriginal Studies Program (49 percent). Applicants must have a PhD (or equivalent), or be near completion, with a demonstrated record of excellence in teaching and research or evidence of potential for excellence. While the focus of the position is on Aboriginal politics in Canada, an ability to set Aboriginal politics in a comparative context would be an asset. Interest in community-based research and in working with Aboriginal communities would also be assets, as would be interest in applying Aboriginal methodologies to the study of politics. The Department of Political Science is a leading, research-intensive department, which includes large undergraduate and graduate programs (www.chass.utoronto.ca/polsci). Aboriginal Studies (www.utoronto.ca/abs) is an interdisciplinary program that brings together faculty from across the University of Toronto and works closely with the student services unit First Nations House. Responsibilities involve teaching of undergraduate courses (specific assignments to be negotiated) and regular participation in program activities. The Aboriginal Studies Program is a partner in the new Centre for Aboriginal Initiatives to be developed at the University of Toronto in the next few years. Applications should include a curriculum vitae, a writing sample (e.g. an article offprint or conference paper), materials relevant to teaching experience (e.g. course outlines and handouts, student survey results), and a statement outlining current and future research interests. In addition, candidates should arrange to have three letters of reference sent directly to: Professor Dorothy Cameron, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Rm. 3019, Toronto, Ontario, Canada, M5S 3G3. Applications and letters of reference MUST be received by November 30, 2006 to receive full consideration. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY – Université d'Ottawa.** L'École de psychologie de l'Université d'Ottawa cherche à combler trois postes en Psychologie menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ces postes, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp.

■ **PSYCHOLDGY – York University.** Department of Psychology, Faculty of Health, York University invites applications for four tenure-track appointments at the Assistant Professor level in the following areas: (1) Clinical-Developmental; (2) Clinical; (3) History and Theory; (4) Personality/Social. All positions commence July 1, 2007, and are subject to budgetary approval. Applicants must indicate which Psychology position they are applying for, and submit a curriculum vitae, a statement of research and teaching interests, and relevant reprints, and arrange to have three letters of reference sent, by December 1, 2006, to Professor Laurence Harris, Chair, Department of Psychology, Faculty of Health, 296 BSB. Please review the details at www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736 5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority for all positions.

■ **PSYCHOLOGY – University of Ottawa.** The School of Psychology at the University of Ottawa invites applications for three tenure-track faculty positions in Psychology, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp.

■ **PSYCHOLOGY – University of Waterloo.** Applications are being accepted for the position of Assistant Professor, Computational Neuroscience; University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in computational neuroscience. The successful candidate must have a PhD in behavioural, cognitive, or computational neuroscience or related area in psychology. Candidates should show evidence of a strong research program that combines neuroscience with computational modeling. Applicants who combine expertise in computational modeling with expertise in one of the methods of neuroscience (e.g., EEG, ERP, TMS, fMRI) or cognitive neuropsychology are preferred. The successful candidate will play an active role in the development of the new Centre for Theoretical Neuroscience at the University of Waterloo. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2007. The deadline for applications is December 1, 2006. Review of applications will begin on October 1, 2006, and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Computational Neuroscience Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY – University of Waterloo.** Applications are being accepted for the position of Assistant Professor, Clinical Psychology; University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the assistant professor level in our CPA and APA accredited Clinical Psychology Training Program. This position is part of an expansion of the Clinical Psychology Program to support the new Centre for Mental Health Research, which will combine in-house opportunities for research concerning the nature and treatment of psychological disorders with expanded psychotherapy services to the surrounding community. Candidates should have a PhD from an accredited clinical psychology program, an accredited internship, and should be registered or eligible for registration with the College of Psychologists of Ontario. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong research program in any area that will be attractive to graduate students and consistent with the aforementioned aims of the Centre. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2007. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHDLDGY – University of Waterloo.** Applications are being accepted for the position of Assistant to Full Professor, Clinical Psychology; University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. This position is part of an expansion of the Clinical Psychology Program to support the new Centre for Mental Health Research, which will combine in-house opportunities for research concerning the nature and treatment of psychological disorders with expanded psychotherapy services to the surrounding community. Candidates should have a PhD from an accredited clinical psychology program, an accredited internship, and should be registered or eligible for registration with the College of Psychologists of Ontario. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical, family/systems, lifespan developmental, or group therapy interests; however, applicants with any research focus consistent with the aforementioned aims of the Centre will also be considered. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2007. Review of applications will begin in September of 2006 and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority for all positions.

■ **PSYCHOLOGY – Brandon University.** Brandon University invites applications for a tenure track position in Child/Developmental Psychology, subject to budget. Candidates should have, or be near completion of, a PhD in Child/Developmental Psychology. The duties will include teaching courses in Child Psychology, Introductory Psychology, and other courses as recommended by the Department and the candidate. The successful candidate will be expected to supervise honors research theses and engage in an ongoing program of research. Application Deadline: November 10, 2006 or until position is filled. Start Date: August 1, 2007 or earlier (January preferred) upon availability of successful applicant. Salary and Rank: Commensurate with the successful candidate's qualifications and experience. Please send curriculum vita, transcripts, and arrange to have three letters of reference send to: Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9; sciencedean@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **PSYCHOLOGY – University of Victoria.** The Department of Psychology at the University of Victoria invites applications for two tenure-track appointments at the Assistant Professor level in Clinical Psychology. Both positions will contribute to our CPA- and APA-accredited Clinical Psychology Graduate Program. Both positions begin July 1, 2007. Candidates must have a PhD in Clinical Psychology from a CPA- or APA-accredited program and must have completed a 12-month CPA- or APA-accredited internship. Candidates must be registered or be eligible to be registered by the College of Psychologists of B.C. The specialty area for the first position will fall within the field of child/pediatric clinical neuropsychology. Applicants must have specialized training in neuropsychology. Postdoctoral training in child neuropsychology is preferred. In addition to research excellence in this area, applicants must have an interest and ability to teach graduate courses in the area of cognitive assessment, child clinical neuropsychology, developmental neuropsychology, introduction to neuropsychology, neuroscience, and/or methods in neuropsychology. The specialty area for the second position will fall within the field of mental health and addictions. Applicants' research should have the potential to contribute to the mission of the Centre for Addictions Research BC (CARBC) at the University of Victoria. We define mental health and addictions broadly, including studies of etiology, assessment, comorbidity, risk detection, prevention, treatment, and the consequences of addictions for individuals and families. Candidates must have an interest and ability to teach core courses in the Clinical Psychology Graduate Program, including courses in clinical assessment/personality, child, adolescent, adult, or community interventions, and/or program evaluation. We are seeking candidates with the ability to actively contribute to the operation of our Clinical Psychology Graduate Program. Applicants for both positions must present evidence of potential for strong independent research career and potential excellence teaching at the graduate and undergraduate level. Duties will include maintaining a successful program of research (as evidenced by publications and external grant support), teaching and student supervision at the graduate and undergraduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Clinical Psychology Graduate Program, Department, and University. For additional information about the University, the Department, the Clinical Psychology Graduate Program, and CARBC see http://web.uvic.ca/psyc/ and http://www.carbc.uvic.ca/. To apply, send a curriculum vitae (including citizenship status), description of research and teaching experience and plans, copies of relevant scholarly publications, available evidence of teaching effectiveness, and three letters of reference to: Clinical Psychology Search Committee (specify position), Catherine Costigan, PhD (Chair), Department of Psychology, University of Victoria, P.O. Box 3050 STN CSC, Victoria, BC, Canada, V8W 3P5. The deadline for applications is December 1, 2006. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY – University of Manitoba.** The Department of Psychology at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in our newly-established Brain and Cognitive Sciences area. Position Number 04874. We seek to recruit a faculty member with basic interests in any field of cognition, including, but not restricted to, specialties such as atten-

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tion, memory, perception, judgment and decision making, problem solving, and language processes. Applicants with expertise in using neural measures to study fundamental cognitive processes are particularly encouraged to apply. Applicants are expected to have demonstrated excellence in research and success in teaching. Responsibilities will include maintaining a productive research program, undergraduate and graduate supervision, undergraduate and graduate teaching in core components of the departmental program, and service-related activities. The appointment will begin on July 1, 2007 or soon thereafter. Salary is commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications for this position must include a letter of application describing a statement of both your teaching and research philosophies), a curriculum vitae and a sample of published research. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Harvey Keselman, Chair, Psychology Search Committee, Department of Psychology, University of Manitoba, Winnipeg, MB, R3T 2N2. The deadline for receipt of applications is December 8, 2006. Further information concerning the Department and the University may be obtained from www.umanitoba.ca/faculties/ arts/psychology. Further information about Winnipeg may be found at: www.destinationwinnipeg.ca Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **PSYCHOLOGY — Ryerson University.** Department of Psychology. Tenure-Steam Faculty Positions (Rank Open). Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The Department of Psychology (www.ryerson.ca/psychology) is growing and diversifying with a new BA degree in 2006, eight new tenured or tenure-track faculty hired since 2005, new laboratories supporting a vibrant research environment, and progress toward developing a graduate degree program. There are opportunities for collaboration in Anxiety Disorders, Child and Adult Psychopathology, Children and Youth at Risk, Cognitive Aging, Health and Gender, History and Indigenous Psychology, Infant Cognition, Memory and Imaging, Music Cognition, Psychology and Law, Psychophysiology, Social Development and Learning, Visual Sciences and others. The Department's wide selection of professionally related and liberal studies courses contribute to programs across five faculties. We also offer certificates in Psychology and Mental Health and Addictions in collaboration with the G. Raymond Chang School of Continuing Education. The Department is housed in the Faculty of Arts, an integral and thriving contributor to the education of approximately 20,000 students. Three opportunities, effective August 1, 2007, exist in the following areas: Developmental (research focus on cognitive or social); Clinical (research/community focus on Immigrant or Indigenous populations); and Statistics/Methods (research focus open). Independent of the research focus, all candidates in these three areas are encouraged to apply. Successful candidates will have a PhD in Psychology, a demonstrated record of scholarship, evidence of high-quality undergraduate teaching and training, and a capacity for collegial service. Applicants should submit a letter of application, a curriculum vitae, two recent research publications, results of teaching surveys (or equivalent evidence such as a teaching dossier), and the names of three individuals who could be contacted for reference letters, to be received by November 3, 2006, to: Dr. Jean-Paul Boudreau, Chair, Department of Psychology, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Please note that faxed and e-mailed applications will not be accepted. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PUBLIC & INTERNATIONAL AFFAIRS — University of Ottawa.** The Faculty of Social Sciences at the University of Ottawa invites applications for four tenure-track faculty positions in Public and International Affairs, subject to budgetary approval, commencing July 1, 2007. For further information about these positions, bilingualism and areas of specialization, please refer to our website at http://www.sciences.uottawa.ca/eng/faculty_positions.asp. The Faculty of Social Sciences also invites applications for positions in the following areas: Conflict Studies and International Development and Globalization. For further information, please consult our website.

PUBLIC ADMINISTRATION — University of Ottawa. The Faculty of Social Sciences at the University of Ottawa invites applications for one tenure-track faculty position in Public Administration, subject to budgetary approval, commencing July 1, 2007. For further information about this position, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/eng/faculty_positions.asp The Faculty of Social Sciences also invites applications in the following areas: Public and International Affairs, International Development and Globalization and Conflict Studies. For further information, please consult our website.

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■ **RECREATION & LEISURE STUDIES — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant or Associate Professor level in Recreation and Leisure Studies beginning July 1, 2007. The successful candidate will be a strong social scientist with a PhD in recreation and leisure studies, or a related field, such as disability studies, sociology, community psychology, community health, or planning. Applicants should be conducting research and be able to teach in one or more of the following areas: therapeutic recreation, disability, disadvantaged populations residing in community or institutional settings, diversity, aging, youth. Demonstrated achievement in research is required. Duties involve research, teaching at both the undergraduate and graduate level, and supervision of graduate students. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2007, but the position will remain open until a suitable candidate is found. The review of applications will begin on November 1, 2006 and continue until the position is filled. A curriculum vitae and three letters of reference directly from referees should be sent to Dr. Susan M. Shaw, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information about the Department can be found at http://www.ahs.uwaterloo.ca/rec/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **RELIGION — University of Saint Michael's College.** Christianity and Culture is a college-based, non-departmental, undergraduate program of the Faculty of Arts and Science at the University of Toronto. It is based at St. Michael's College, a Catholic College federated with the University. The Program is dedicated to a multi-disciplinary study of Christianity, its traditions, self-understanding, and interaction with world culture. The Program invites applications for a University of Toronto tenure-stream position at the level of Assistant Professor in the area of Christianity and Science, commencing July 1, 2007. Undergraduate teaching responsibilities will include providing courses in one or more of the following areas: Christianity and Science, Faith and Physics, Christianity and the Life Sciences, Christianity and New Technologies, and a course in the candidate's own field of expertise. Teaching load will be 2 5 full-year courses (including graduate instruction). Graduate teaching and supervision will be based in the Institute for the History and Philosophy of Science and Technology, in which the position holder will be a member and will hold tenure, if it is granted. Research expectations are commensurate with those of a research-intensive university. Moreover, the appointment includes an expectation of full membership in College life. The successful applicant will have a baccalaureate (or higher) degree in one of the following areas: physics, chemistry, biology, geology, or astronomy; and doctoral degree that demonstrates engagement with the interface of Christianity and science. The successful candidate will also have demonstrated or have the potential for excellence in research and teaching, and knowledge and appreciation of the traditions of Catholic life and thought. Salary will be commensurate with qualifications and experience. Please submit an application and arrange for three letters of reference to be sent to Professor Mark G. McGowan, Office of the Principal, St. Michael's College, 81 St. Mary Street, Toronto, M5S 1J4 by October 20, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **RELIGION & CULTURE (ISLAM) — Wilfrid Laurier University.** The Department of Religion and Culture at Wilfrid Laurier University invites applications for a tenure track appointment, commencing July 1, 2007. Rank and salary are dependent upon qualifications and subject to budgetary approval. The area of specialization is Islam. Preference will be given to candidates able to support the department's PhD program on religious diversity in North America, and holding a completed PhD in religious studies at the time of appointment. ABDs and candidates from other disciplines are invited to apply provided they are clearly qualified to teach courses in religious studies and can support the doctoral program. The successful candidate will teach both graduate and undergraduate courses that examine the varied cultural settings of Islam and explore its interactions with other religious traditions; other courses will be broader and either thematic or comparative. Applicants should send their cover letter, curriculum vitea, transcripts, sample publications, teaching dossier (course evaluations and outlines, etc.), and the names, addresses and contact information for three professional references, to Dr. Kay Koppedrayer, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Questions may be directed to kkoppedr@WLU.ca, or 519-884-0710, ext. 3329; information about the Department of Religion and Culture can be found at: www.wlu.ca/~wwwrandc/index.shtml. The deadline for receipt of materials is November 8, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **RELIGIOUS STUDIES — University of Lethbridge.** The Department of Religious Studies at the University of Lethbridge seeks to fill a continuing (tenure-track) position in Islam at the rank of Assistant (or Associate) Professor commencing July 2007. Applicants should have a PhD (or a nearly complete dissertation) in Religious Studies specializing in the scholarly study of Islam, and demonstrated experience in teaching at the undergraduate level. Applicants should possess a solid foundation in the discipline of Religious Studies since the successful candidate will be expected to teach a course on World Religions, as well as co-teach one on Concepts and Methods in the Study of Religion with other department members. An applicant's knowledge of the Islamic tradition should span the breadth of its history, beliefs, and cultures. The successful candidate will be expected to teach an introductory course on Islam regularly and upper level courses more closely related to research interests. These may include, but are not restricted to, Muslim societies, history, and culture, medieval or contemporary Islamic philosophy, Sufism, or classical literature. Although the University of Lethbridge is primarily an undergraduate institution, it intends to develop a more substantial graduate program in the years to come. Thus applicants should possess working familiarity with at least one primary Islamic language, are expected to publish their research regularly in scholarly books or journals, and should be capable of supervising graduate students should the need arise. The Islamic Studies Fund is also available to support this area of study and research, in order to make library acquisitions and invite renowned scholars as guest lecturers, as part of the responsibility for developing Islamic Studies at this Institution. For information about the University of Lethbridge, please visit http://www.uleth.ca/. Complete dossiers, including an up-to-date curriculum vitae, graduate transcripts, sample publications, course outlines and evaluations, and names and contact information for three academic referees should be sent to Dr. Hillel Rodrigues, Chair, Department of Religious Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Canada. To expedite the handling of applications, please have references send their supporting letters directly to the above address. Consideration of complete applications will begin on October 15, 2006, and will continue until the position has been filled. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

■ **RUSSIAN STUDIES — University of Waterloo.** Applications are being accepted for the position of Assistant Professor, tenure-track appointment, beginning September 1, 2007. The department is seeking a researcher and teacher who can contribute to the growth of undergraduate programs in Russian and East European Studies and the MA in Russian. The successful applicant must demonstrate native or near-native abilities in Russian and English. Proficiency in one additional Slavic language is highly desirable. The candidate must hold a PhD or equivalent (by date of appointment). The Department is open to any specialization in Slavic Studies, but preference will be given to candidates whose research specialization is in one of the following areas: cultural and literary studies, film studies, SLA, humanities computing, translation studies. The successful candidate will be a dedicated teacher at the undergraduate and graduate levels who is able to teach a broad range of courses in Russian language and culture, including online courses. Administrative ability and evidence of an active research agenda commensurate with experience are essential. Applications should include a Curriculum Vitua, evidence of teaching accomplishment, and at least one sample of recent research work. Confidential letters from three referees are required. In order to be eligible for consideration, applications and letters of reference must be received by December 1, 2006. Please send applications and letters of reference to Dr. David John, Acting Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. Tel. 519-888-4567, ext. 2428. Fax: 519-745-5243; e-mail: djohn@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Salary range is commensurate with qualifications and experience. This appointment is subject to the availability of funds. Further details at http://germanicandslavic.uwaterloo.ca.

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■ **SCIENCE ÉCONOMIQUE — Université d'Ottawa.** Le Departement de science économique de l'Université d'Ottawa cherche à combler un poste en Science économique menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciences socioles.uottawa.ca/fra/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Affaires publiques et Internationales et Développement International et mondialisation. Veuillez également consulter notre site Web.

■ **SCIENCE POLITIQUE — Université d'Ottawa.** L'École d'études politique de l'Université d'Ottawa cherche à combler un poste en pensée politique menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciences sociales.uottawa.ca/fra/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Administration publique, Études des conflits, Affaires publiques et internationales et Développement international et mondialisation. Veuillez également consulter notre site Web.

■ **SCIENCE POLITIQUE — Université Simon Fraser.** Le Département da Science politique de l'Université Simon Fraser (Burnaby, Colombie-Britannique) sollicite des candidatures pour un poste menant à la permanence au rang da professeur(e) adjoint(e) dans le nouveau programme de Baccalauréat en administration publique et services communautaires (de type coharte), offert majoritairement en langue française. Bien que l'enseignement doit être assuré principalement en français, les candidat(e)s doivent pouvoir aussi enseigner en anglais. Le candidat (la candidate) doit détenir un doctorat au moment de son entrée en fonction, avoir un dossier solide de recherche en administration publique/politiques publiques canadiennes, et démontrer un engagement manifeste envers la recherche et l'enseignement. Le candidat (la candidate) retenu(e) devra donner des cours de 1er cycle sur le gouvernement canadien, l'administration publique et les politiques publiques canadiennes. Le candidat (la candidate) devra également avoir une seconde spécialisation sur les politiques internationales ou sur les politiques comparatives. Un intérêt pour l'enseignement de cours sur les services communautaires et la développement de projets orientés vers les communautés serait un atout. La description du programme (da type COHDRTE, programme preétabli) est disponible sur le site Web suivant: http://www.sfu.ca/fcohort. La date d'entrée en fonction est le 1er septembre 2007. Prière de faire parvenir les candidatures à: Professor David Laycock, Directeur, Department of Political Science, Simon Fraser University, Burnaby, BC, V5A 1S6, au plus tard le 1er décembre 2006. Le dossier de candidature doit inclure: (1) une lettre de présentation résumant les qualifications du (de la) candidat(e); (2) un C.V.; (3) un échantillon des publications (de la) candidat(e), d'une vingtaine de pages environ; (4) un portefolio d'enseignement incluant le syllabus d'un cours et l'exemplarium d'une leçon; (5) les noms de trois répondant(e)s, dont l'un(e) au moins doit pouvoir attester de la qualité de l'enseignement du (de la) candidat(a), de sa capacité à enseigner en français et en anglais, de sa maîtrise impeccable de la langue française parlée et écrite, en plus de ses qualités de chercheur. Les évaluations des cours enseignés seraient également appréciées. Les candidat(e)s sont priés(es de demander à leurs répondant(e)s de bien vouloir faire parvenir leurs recommandations directement au Directeur au plus tard le 1er décembre 2006. Toutes les personnes qualifiées sont intéressé à poser leur candidature; toutefois, cette offre s'adresse de préférence aux citoyen(ne)s canadien(na)s et aux résident(e)s permanent(e)s. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées. Nous encourageons fortement les femmes, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Ce poste est affiché sous réserve d'approbation budgétaire. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **SERVICE SOCIAL — Université d'Ottawa.** L'École de service social de l'Université d'Ottawa cherche à combler un poste en Service social menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2007. Pour de plus amples informations sur ce poste, le bilinguisme et les domaines de spécialisation, veuillez consulter notre site Web au http://www.sciencessociales.uottawa.ca/fra/postes_ens_rech.asp La Faculté des sciences sociales cherche aussi à combler des postes dans les domaines suivants: Affaires publiques et Internationales, Études des Conflits et Gérontologie. Veuillez également consulter notre site Web.

UNIVERSITY OF WATERLOO

ONTARIO RESEARCH CHAIR IN ENVIRONMENTAL POLICY & RENEWABLE ENERGY
FACULTIES OF ENGINEERING & ENVIRONMENTAL STUDIES

The University of Waterloo is seeking an outstanding professional to fill the new position of Ontario Research Chair in Environmental Policy and Renewable Energy. The position is one of eight Chairs endowed by the Ontario government at six universities to promote leading edge research in key areas of public policy. The Chair will lead the development of an interdisciplinary research program focused on addressing key policy-oriented questions underlying the development of innovative sustainable energy policy solutions for Ontario. The University is committed to building research capacity in green energy technology, management and policy and will establish two new junior positions to support the work of the Ontario Research Chair.

The ideal candidate will hold a PhD and be an internationally recognized scholar with documented accomplishments in influencing and formulating policy to promote sustainable energy management strategies by engaging policymakers and stakeholders. He or she will have a broad understanding of energy policy issues within the context of renewable energy technologies, power systems, energy economics, environmental impacts and sustainability. To ensure that the Ontario Research Chairs program increases Ontario's capacity in the area of sustainable energy policy, the initial appointee to an Ontario Research Chair must not currently be working in an Ontario university.

The University of Waterloo has an international reputation for engineering excellence in the development of sustainable energy technologies, including solar and wind, fuel cells, distributed power generation and greenhouse gas mitigation. Innovative research programs investigate community, household and business responses to technology options and alternative structures of economic incentives. The University's interdisciplinary Green Energy Research Institute (GERI - http://geri.uwaterloo.ca/) comprises more than 40 collaborators engaged in research on green, renewable energy technologies, power systems optimization and management, and sustainable policy development.

The successful applicant for this tenured Full Professor position will be nominated to hold the Ontario Research Chair. Appointment to the ORC will be for a renewable seven-year term. The ORC will conduct research primarily in sustainable energy policy development, formulation and communication and will hold cross-appointments in the Faculties of Engineering and Environmental Studies. Further information on the Ontario Research Chair program can be found at http://orc.cou.on.ca/. Salary will be commensurate with qualifications and experience. It is anticipated that the appointment will commence on September 1, 2006.

With a student population of over 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for 13 consecutive years. The University is located in an attractive two-university community in the Region of Waterloo, approximately 100 km from the city of Toronto and in close proximity to the Great Lakes and Provincial Parks.

Applications must include curriculum vitae, the names of three references, and a statement of the proposed research, teaching and outreach program and should be submitted to:

Or. Anthony Vannelli, P.Eng.
Professor and Associate Oean of Research and External Partnerships
Faculty of Engineenng CPH 3390, University of Waterloo
Waterloo, ON N2L 3G1 CANAOA
E-mail: vannelli@engmail.uwaterloo.ca

Applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

University of Waterloo

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CAREERS CARRIÈRES

■ **SOCIAL WORK — University College of the Fraser Valley.** The School of Social Work and Human Services department at the University College of the Fraser Valley invites applications for a full-time, permanent faculty position to teach generalist social work, policy, practice, and practica, across all levels (years 1–4), on both Abbotsford and Chilliwack campuses. UCFV is situated in the heart of Stó:lō Territory. UCFV holds a Tier 1 Chair in Aboriginal History and offers an environment conductive to teaching and research. The School has developed collaborative partnerships with the Stó:lō nation. All BSW students take a required course in Aboriginal Social Work and we pride ourselves on our authentic relationship with the Stó:fo people. The School has also been instrumental in the establishment of the Centre for Indo-Canadian Studies. We value diversity in faculty as well as students. Currently, the School offers a BSW and Diploma in Social Service/First Nations Option and Substance Abuse with a projected offering of a MSW in the near future. All faculty teach practicum, as well as in their areas of expertise. We are particularly looking for a faculty member who has expertise in mental health and family dynamics and/or family centered social work, as well as a variety of other areas. Please identify, in your letter of application, those courses that you would be interested in teaching. Interested applicants should familiarize themselves with the School of Social Work and Human Services website. The successful candidate is expected to have demonstrated achievement in teaching, clinical experience, and research/scholarship (or the potential for such achievement). A particular need of the School is to increase representation of visible minorities, people with disabilities, and women. Applicants are invited to identify themselves as members of these designated groups. Interested candidates should submit a letter of application addressing their teaching experience and field of practice, a current vitae, and current teaching evaluations. MSW and PhD required, ABD with established defense date will be considered. Direct curriculum vitae or resume including evidence of appropriate qualifications by December 1, 2006, referring to Posting: 2006.82 to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7MB Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ucfv.ca; Email resumes to erinfo@ucfv.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCFV is committed to the principle of equity in employment. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

■ **SOCIAL WORK — University of Windsor.** The School of Social Work at the University of Windsor invites applications for faculty positions commencing July 1, 2007. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7036; E-mail: angell@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca

■ **SOCIAL WORK — University of Ottawa.** The School of Social Work at the University of Ottawa invites applications for one tenure-track faculty position in Social Work, subject to budgetary approval, commencing July 1, 2007. For further information about this position, bilingualism and areas of specialization, please refer to our website at http://www.sciencessociales.uottawa.ca/esg/faculty_positions.asp The Faculty of Social Sciences also invites applications for positions in the following areas: Public and International Affairs, Conflict Studies and Gerontology. For further information, please consult our website.

■ **SOCIAL, CULTURAL & MEDIA STUDIES — University College of the Fraser Valley.** The department of Social, Cultural and Media Studies invite applications for one (1) full-time faculty position in Cultural Anthropology to begin August 2007. The department is seeking applicants in the primary teachings areas of Urban, Applied and/or Medical Anthropology. We are primarily a teaching-oriented university and department but expect the successful candidate to engage in active research in both university and departmental committee work. Candidates are required to hold a PhD in Anthropology; ABD with established defense date will be considered. Interested individuals should send hard copies of the following materials: (1) a letter of application, including teaching and disciplinary experience; (2) a current vitae; (3) a philosophical statement regarding teaching; (4) current teaching evaluations. For ABD applicants, please submit a graduate transcript and provide evidence (such as a letter from your Doctoral Chair) that a Ph.D. will be completed by the time of appointment. Sample syllabi, three letters of reference and evidence of degrees will be required at the time of interview. Direct curriculum vitae or resume including evidence of appropriate qualifications by December 22, 2006, referring to Posting 2006.81 to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8. Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ucfv.ca; Email resumes to erinfo@ucfv.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCFV is committed to the principle of equity in employment. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

■ **SOCIOLOGY — University of Ottawa.** The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor. The position will start July 1, 2007. The Department seeks to hire a scholar whose primary focus is in the area of gender. Candidates should have a proven research record and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology, or ABD status with an expected completion date no later than the start date of the position is expected. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applicants should also provide the names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements Canadians and permanent residents will be given priority. Applications should arrive no later than October 13, 2006. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria, B.C. The Department's Web address is http://web.uvic.ca/socl.

■ **SOCIOLOGY — Thа University of British Columbia.** The University of British Columbia Department of Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Social Theory, effective July 1, 2007. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching classical and contemporary sociological theory are required. Research and teaching interests in a substantive area, such as popular culture and media studies or science and technology studies, will be considered an asset. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 27, 2006 and addressed to Dr. Neil Guppy, Head, Department of Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., Canada, V6T 1Z1.

■ **SOCIOLOGY — The University of British Columbia.** The University of British Columbia Department of Sociology invites applications for an Assistant Professor of Sociology (tenure track) with expertise in the Sociology of Law and/ or Crime effective July 1, 2007. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 27, 2006 and addressed to Dr. Neil Guppy, Head, Department of Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., Canada, V6T 1Z1.

■ **SOCIOLOGY — McGill University.** Applications are invited for a tenure-track Assistant Professor position, commencing August 2007. We are looking to expand our strength in one or more of the following areas, broadly defined: political sociology, international development, inequality, and ethnicity. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2006. McGill University is committed to equity in employment. For more information on the Department, visit our website at www.mcgill.ca/sociology. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Salary is negotiable. The language of instruction at McGill is English but a working knowledge of French is an asset.

■ **SOCIOLOGY — Wilfrid Laurier University.** The Department of Sociology invites applications for one tenure-stream position at the rank of Assistant Professor, effective July 1, 2007, subject to budgetary approval. We are seeking candidates who adopt a qualitative approach to social determinants of health as linked to child and family studies. Priority will be given to candidates whose research in this area connects with the departmental strengths in Diversity, Equity and Social Justice. Successful applicants will have a PhD in Sociology or a related discipline, or will have completed a PhD by the time of appointment. Applicants should send a letter of application, full curriculum vitae, evidence of teaching ability and one sample publication, and the names, addresses and contact information for three professional references to: Dr. Peter Eglin, Acting Chair, Department of Sociology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, by November 15, 2006. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. David Docherty, the Dean of the Faculty of Arts, Wilfrid Laurier University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIOLOGY — York University.** Department of Sociology, Faculty of Arts, York University, Toronto, Ontario, Canada invites applications for two tenure-track appointments at the Assistant Professor level in Historical Sociology and Critical Criminology. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The deadline for applications is November 15, 2006.

■ **SPANISH — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in Spanish at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **SPANISH — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Spanish in the area of Second Language Education at the rank of Assistant Professor commencing July 1, 2007. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures / Langues, littératures et cultures, 401 Sunset Avenue, University of Windsor, Windsor, ON, N9B 3P4; Phone: (519) 253-3000, Ext. 2873; Fax: (519) 974-3648; Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca

■ **SPANISH — The University of British Columbia.** Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2007, subject to final budgetary approval. Candidates should have a specialization in post-1800 Spanish Peninsular Literature and one regional literature such as Basque, Catalan, Galician, etc. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and occasionally language courses at the undergraduate level. He or she should demonstrate intellectual breadth and flexibility as the Department increasingly moves in new directions. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department and in programs such as European Studies, Comparative Literature, Gender Studies, Fine Arts or Theater and Film Studies. An interest in questions of bilingualism, biculturalism and migration would be an asset. A completed PhD (or solid indication of imminent completion) in Spanish Literature is required. Candidates must have native or near-native fluency in Spanish, preferably with a good command of English, and will demonstrate excellence or clear promise of excellence in research and teaching. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada, V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; E-mail: fhis-head@mail.arts.ubc.ca. Completed applications must be received by December 1st, 2006. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Salary will be commensurate with qualifications and experience.

■ **SPANISH — The University of British Columbia.** Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2007, subject to final budgetary approval. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and develop content-based language courses at the undergraduate level. He or she should demonstrate intellectual breadth and flexibility as this position would reach out to the diversity of the Hispanic and Latin American worlds. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department and in programs such as Latin American Studies, Comparative Literature, First Nation Studies, Gender Studies, European Studies, Fine Arts or Theater and Film Studies. An interest in Brazilian literature would be an asset. A completed PhD (or solid indication of imminent completion) in Spanish or Latin American Literature is required. Candidates must have native or near-native fluency in Spanish, preferably with a good command of English, and will demonstrate excellence or clear promise of excellence in research and teaching. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada, V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; E-mail: fhis-head@mail.arts.ubc.ca. Completed applications must be received by December 1st, 2006. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Salary will be commensurate with qualifications and experience.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track position in Actuarial Science at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (www.arts.uwaterloo.ca/ACCT/finance/casf.htm), the Institute of Insurance and Pension Research (www.stats.uwaterloo.ca/Stats_Dept/IIPR/contents.html), and the Institute for Quantitative Finance and Insurance (www.iqfr.uwaterloo.ca). Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The effective date is expected to be July 1, 2007 or later. The closing date for applications is December 31, 2006. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, H2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

momentum

At 40, the University of Calgary is hitting its stride — nearly 30,000 students, 110,000 alumni, 16 faculties, 53 departments and more than 30 research institutes and centres. Campus Calgary Digital Library, ISEEE (the Institute for Sustainable Energy, Environment and Economy), Urban Campus and our Faculty of Veterinary Medicine secure our position as a leader in North America's research community.

UNIVERSITY OF CALGARY
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2006

The position

We are currently inviting applications for the following position:

Assistant Professor – Motor Learning and Pedagogy

The **Faculty of Kinesiology at the University of Calgary** invites applications for a full-time, tenure-track academic position at the Assistant Professor level. The successful candidate is expected to develop a research program in the area of Motor Learning, and to teach related aspects of physical activity courses. The Faculty of Kinesiology at the University of Calgary is dynamic and innovative. It is dedicated to achieving excellence and diversity in research, education, and community programs.

The successful candidate will be expected to establish and lead an extramurally funded research program and publish in highly regarded international journals. Strong interest, background and training in movement-related research and learning are required. This position offers an excellent opportunity to develop an independent research program within a multidisciplinary research environment. Collaboration with members of the internationally recognized Roger Jackson Centre for Health and Wellness Research, which is home to the Human Performance Laboratory and the Sport Medicine Centre, is expected.

The successful candidate will be required to contribute to Faculty teaching in the Kinesiology undergraduate (Pedagogy major) and graduate student programs. Accordingly, expertise in teaching and curriculum development in at least one of the following areas is required: applied motor learning, activities for school-based physical education programs (e.g., games, dance, educational gymnastics, and fitness), physical education curriculum instruction, and/or educational technologies.

Applicants must have a PhD, a significant publication record, and strong potential for obtaining external peer-reviewed funding. Evidence of commitment to and superior ability in teaching are also required. Postdoctoral experience or the equivalent is an advantage.

The Faculty of Kinesiology is committed to the goal of international leadership in Health, Wellness, and Human Performance through education, research and committed program activities. Our nationally accredited undergraduate program attracts exceptionally talented students who have some of the highest admission averages at the University of Calgary. In addition to the Academic Program, the Faculty of Kinesiology is home to a multifaceted operation that houses several different units including Oinos Athletics, Campus Recreation, Olympic Oval, Community Programs, Outdoor Centre, and Health and Fitness Programs (www.kin.ucalgary.ca).

Calgary is a vibrant, multicultural city (population ~1,000,000) located near the Rocky Mountains, Banff National Park, and Lake Louise (www.visitor.calgary.ab.ca).

Complete applications must include curriculum vitae, three letters of reference, and a cover letter including a statement of research and teaching interests, and be submitted to:

T. Gabriele, PhD
Vice Dean
Faculty of Kinesiology
2500 University Drive N.W.
Calgary, AB, Canada T2N 1N4

The application deadline for this position is **November 30, 2006**; however, the competition will remain open until the position is filled. Anticipated start date is **July, 2007.**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

To see all University of Calgary academic positions, please visit **www.ucalgary.ca/hr/csreer.**

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■ **TECHNOLOGIES DES AFFAIRES ÉLECTRONIQUES — Université d'Ottawa.** L'Université d'Ottawa est à la recherche de candidatures pour combler deux postes de professeur menant à la permanence, au rang de professeur adjoint ou agrégé, dans ses nouveaux programmes de maîtrise ès sciences en technologies des affaires électroniques et maîtrise en technologies des affaires électroniques. Trois unités académiques contribuent à ces programmes interdisciplinaires, à savoir: la Faculté de droit, l'École d'ingénierie et de technologie de l'information et l'École de gestion. Les candidats retenus seront affectés principalement aux nouveaux programmes de maîtrise, avec une seconde affectation à l'École d'ingénierie et de technologie de l'information ou à l'École de gestion. L'École d'ingénierie et de technologie de l'information ou l'École de gestion gérera les dossiers des candidats retenus. Les postulants doivent être détenteurs d'un doctorat en systèmes d'information, informatique ou une discipline similaire, avec un bon dossier de recherche dans les domaines du commerce mobile et des réseaux sans fil, les services web, et les applications XML, couvrant aussi bien l'aspect technologique que l'aspect affaires et tendances du marché. La bilinguisme serait un atout. Les responsabilités incluent l'enseignement, la supervision d'étudiants gradués, et la développement d'un programme de recherche déjà en cours. Les affectations débuteront le 1er juillet 2007. Les rangs et les salaires dépendront des qualifications at de l'expérience des candidats et obeiront à la convention collective. Toute demande doit être accompagnée d'un curriculum vitae, un énoncé des intérêts au niveau de l'enseignement et de la recherche, et trois lettres de recommandation confidentielles. Le tout doit être expédié à l'adresse suivante: Ruby Heap, Doyenne associé, Faculté des études supérieures et postdoctorales, Université d'Otawa, 115 Séraphin Marion, Ottawa, Ontario, K1N 6N5, Canada. Les postulants sont invités à soumettre leurs applications avant le 15 janvier 2007 mais l'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés à la satisfaction du Comité de sélection. On encourage tous les candidats qualifiés à postuler; la priorité

CAREERS CARRIÈRES

sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

■ **THEATRE — University of Ottawa.** The Department of Theatre of the University of Ottawa invites applications for a tenure-track position at the Assistant Professor level to commence 1 July, 2007. At the undergraduate level, the Department offers a Minor, two Major streams, and an Honours Specialist in Theatre, both in French and in English. At the Graduate level, the Department presently offers a bilingual MFA/MAS degree in Directing/Mise en scène, and is in the process of developing a proposal for an MA in Theatre Studies. Qualifications: a PhD in Theatre; experience in University teaching at a variety of levels; specialization in one or more areas of Theatre History with additional expertise in either the Theory of Performance or Dramaturgy. Scholarly publications are required. The initial teaching load will be in French. Salary is in accordance with the Collective Agreement. Applicants should send a detailed curriculum vitae, three writing samples including a chapter from the doctoral dissertation, and arrange for three confidential letters of reference to be sent directly to: The Chairperson, Department of Theatre, University of Ottawa, 135 Séraphin Marion, Ottawa, Ontario, K1N 6N5. The deadline for receipt of applications is November 1st, 2006. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

■ **THÉÂTRE — Université d'Ottawa.** Le Département de théâtre de l'Université d'Ottawa annonce l'ouverture d'un poste régulier menant à la permanence au rang de professeur adjoint pour le 1er juillet 2007. Au premier cycle, le Département offre une mineure, une majeure comportant deux profils, et un programme spécialisé approfondi en théâtre en français et en anglais. Au niveau des études supérieures, le Département offre une maîtrise en art de la scène MFA/MAS bilingue. Une proposition pour un programme de maîtrise (MA) en études théâtrales est en cours. Qualifications requises: Doctorat en théâtre; expérience de l'enseignement universitaire à divers niveaux. Connaissance approfondie dans un ou des domaines de l'histoire du théâtre avec une expérience dans la théorie de la pratique théâtrale ou la dramaturgie; un dossier de publications savantes. Le candidat retenu enseignera initialement en français. Le salaire sera établi en conformité avec les dispositions de la convention collective. Les personnes désireuses de poser leur candidature doivent faire parvenir leur curriculum vitae détaillé, trois exemplaires des principales publications y compris un chapitre provenant de la thèse de doctorat, ainsi que trois lettres de recommandation confidentielles, envoyées sous pli séparé à: La directrice, Département de théâtre, Université d'Ottawa, 135 Seraphin Marion, Ottawa ON K1N 6N5. La date limite du dépôt des candidatures est le 1er novembre 2006. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

■ **THEATRE — Simon Fraser University.** The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure track position in theatre at the Assistant Professor level, beginning September 1, 2007. An MFA or equivalent is required, along with experience as a teacher of theatre at the university level. The successful applicant will have a strong record as a theatre director, particularly of contemporary and experimental work. Artistic work should clearly reflect contemporary issues in art and performance. A background of interdisciplinary art production would be advantageous. The BFA in Theatre (Performance) is a studio-based program that includes acting, movement, voice, speech, directing, clown and mask, and playmaking. The successful applicant will direct theatre productions and share teaching responsibilities for the BFA, including directing, acting at lunamental or advanced levels, playmaking, dramatic literature and theatre history. The School for the Contemporary Arts is an interdisciplinary fine and performing arts program which includes disciplinary training in Art and Culture Studies, Dance, Film, Music, Theatre, and Visual Arts. The School offers a BFA in Theatre (Performance or Production/Design), an Extended Minor in Theatre, and an interdisciplinary MFA program. Faculty in the School are required to maintain a professional art practice or scholarly activity. Advising, committee responsibilities, and supervision of graduate students are expected. Deadline for application: November 3, 2006. The availability of this position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html. Send letter of application, C.V., and the names, addresses and telephone numbers of three referees to: Professor Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Fax: 604-291-5907.

■ **THEATRE STUDIES — University of British Columbia.** The Department of Theatre, Film, and Creative Writing at the University of British Columbia invites applications for a tenure-track appointment as Assistant Professor of Theatre Studies effective 01 July 2007. The department seeks a scholar who can contribute broadly to the undergraduate and graduate programs in Theatre Studies. Additional expertise in Asian Theatre will be considered an asset. Applicants must have a PhD in Theatre, Drama, Performance Studies or a cognate discipline, publications, conference presentations, strong evidence of an active program of scholarly research, and some experience teaching in a university setting. The successful candidate will be expected to teach introductory and senior undergraduate courses in theatre history and theory, to teach graduate courses in his or her specialization, to supervise MA and PhD theses, and to contribute to the development of new curriculum. Professional-stream faculty at UBC are expected to maintain a high level of scholarly activity and publication, and to provide administrative services to the Department and the University. The Department of Theatre, Film and Creative Writing at UBC is unique in Canada, with 24 full-time faculty and numerous part-time faculty and guest artists. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for multi-disciplinary collaboration are abundant, both within the Department and with scholars and artists across the campus. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents will be given priority. The position is subject to budgetary approval and salary will be commensurate with qualifications and experience. Applications should include a C.V., a published example of their work, and letters of reference from three referees (under separate cover). Application materials should be received no later than 15 January 2007 and should be addressed to: Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2.

■ **TOURISM MANAGEMENT — University of Guelph.** The School of Hospitality and Tourism Management seeks two qualified candidates to fill an assistant and an associate/full professor tenure-track positions in lodging or tourism management. The successful candidates will have additional expertise in marketing, e-commerce, revenue or operations management. Courses to be taught will be at the undergraduate and/or graduate level and research should focus on hospitality and/or tourism management. Candidates are expected to contribute actively to the successful functioning of the School and the industry through service work. At the Assistant Professor level, senior industry experience with a graduate degree or a completed PhD are required; at the Associate/Full Professor level, a strong research and publication record are sought as well as extensive experience in the supervision of graduate students. The successful candidates will demonstrate teaching effectiveness and an ability to interact and work well with the hospitality industry. Submit a letter of application, curriculum vitae, a brief teaching dossier, a statement of teaching philosophy and a list of references with mailing address, phone number and e-mail contact information by October 31, 2006 to: Dr. Marion Joppe, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; Fax: (519) 823-5512; E-mail: mjoppe@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

U

■ **URBAN STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Urban Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

V

■ **VISUAL ART — University of British Columbia.** The Department of Art History, Visual Art and Theory at the University of British Columbia invites applications for a tenure-track faculty appointment in Visual Art at the rank of Assistant Professor beginning July 1, 2007. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research and artistic practice. Located on the Pacific Rim, Vancouver is a vibrant and ethnically diverse city contributing to the unique opportunities associated with this position. The visual art program partners with strong art history and curatorial studies programs, integrating the visual arts, art history and theory within the curriculum. The department is also associated with a leading contemporary art gallery, the Morris and Helen Belkin Art Gallery, and the internationally recognized Museum of Anthropology. The Department seeks an individual who pursues studio practice against a strong background of art historical, contemporary and theoretical concerns. Demonstrating excellence in contemporary art practice and theory as well as innovative pedagogical approaches is essential. An ability to form interdisciplinary collaborations (with other departments and institutions) is also an asset. The candidate will possess the following qualifications: an MFA degree or equivalent; an active national and international exhibition record, including publications; post-secondary teaching experience, and the capacity to teach at all levels from foundation to graduate; strong commitment to administrative responsibilities and to curriculum development; a serious engagement with contemporary art practice, theory and critical discourse. Applicants should submit the following: A letter of application including a statement of artistic, research and teaching philosophies; visual documentation of current work (e.g.: 35mm slides or CD-ROM to a maximum of 30 images, a cued video or DVD no longer than 12 minutes, and/or URL); relevant publications and exhibitions including authored works and reviews; detailed CV, and three letters of reference The application should be submitted to: Professor(s) Richard Prince and Rhodri Windsor-Liscombe, Co-Chairs, Visual Art Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Deadline: October 15, 2006.

W

■ **WOMEN'S STUDIES — University of Ottawa.** The Institute of Women's Studies at the University of Ottawa invites applications for one tenure-track faculty position in Women's Studies, subject to budgetary approval, commencing July 1, 2007. For further information about this position, bilingualism and areas of specialization, please refer to our website at http://www.sciences sociales.uottawa.ca/eng/faculty_positions.asp The Faculty of Social Sciences also invites applications for positions in the following areas: Public and International Affairs, Conflict Studies and International Development and Globalization. For further information, please consult our website.

ACCOMMODATIONS

■ **SABBATICAL RETREAT** — A perfect retreat on sabbatical, this house in Charlevoix in Les Éboulements, Quebec, has a wrap-around view of the Saint Lawrence River. With no neighbours, and a small tranquil village nearby, you can work and think and write, or not, as you commune with nature. There is a trail down the hill to St-Joseph-de-la-Rive and snowshoeing and cross country skiing are a joy. The house is fully furnished, and has 2 bedrooms and 2 baths. It is equipped with all appliances, BBQ, deck, wood fireplace, and the driveway is ploughed in winter. It is available for a year from Sept 1st, either on a monthly or longer arrangement. The rent is $950 per month. Call 418-665-9898 to reserve now.

ASSISTANT OR ASSOCIATE PROFESSOR
DEPARTMENT OF PSYCHIATRY
FACULTY OF MEDICINE
UNIVERSITY OF BRITISH COLUMBIA

The Department of Psychiatry, University of British Columbia invites applications for a full time academic psychiatrist to be appointed at the Assistant Professor level or above. This is a full time, tenure-track position, which is subject to final budgetary approvals. Salary and rank will be commensurate with qualifications and experience.

This position is located at the Northern Medical Program in Prince George, B.C. located at the University of Northern British Columbia and the incumbent will be located in Prince George. The successful candidate will be dynamic, innovative and energetic with experience in research, teaching, administration and coordination of delivery of care. They will have clinical responsibilities as part of the Psychiatry group at Prince George Regional Hospital and will be expected to participate in all related teaching programs in the faculty and the Northern Medical Program, with responsibilities in both education and research. The successful candidate will have interests in developing new models of health care delivery in the area of aboriginal, rural and remote health or new models of education.

The successful candidate will have an FRCP or equivalent, as a general psychiatrist. Research opportunities in the north are primarily based around Health Services Research with opportunities to create novel pograms. The candidate must be eligible for licensing in the Province of British Columbia. This is a full time tenure track position which is subject to final budgetary approval, has an anticipated start date for July 1, 2007.

For more information regarding the Northern Medical Program please visit http://www.unbc.ca/nmp. Informal enquiries regarding this recruitment can be made to Dr. David Snadden, Associate Dean, Northern Medical Program snadden@unbc.ca.

Applications, accompanied by a detailed curriculum vitae end names of three references, should be directed to: **Head UBC Department of Psychiatry 2255 Wesbrook Mall, Vancouver, BC V6T 2A1.** Closing date: **October 31, 2006**

The University of British Columbia has consistently ranked among the top 50 universities in the world. A research-intensive university with the province's only medical school, UBC is home to more than 50,000 undergraduate, graduate end international students and has an economic impact of $4 billion to the locel economy.

Faculty members, students, staff end alumni, in the Faculty of Medicine are actively engaged in innovative, leading edge research, education and community service on university end hospitel campuses across the Province. Together we eim to create knowledge and advanced learning that will meke a vitel contribution to the heelth of individuals end communities, locally, nationally, and internationally.

UBC hires on the basis of ment and is committed to employment equity. We encourage all qualified applicants to apply; however, Canadians and permanent residents of Canada will be given priority.

Located in the heart of BC's Fraser Valley, one of Canada's fastest growing and most culturally diverse regions, the University College of the Fraser Valley enrols nearly 10,000 students annually into more than 80 degree, diploma, and certificate programs.

Our focus:
- teaching excellence

Our environment:
- small class sizes
- support for active research and scholarship
- open to collaboration and innovation
- welcoming, friendly and collegial

Our faculty:
- teach because learning excites them
- know their students and are integral to their academic quest
- go beyond teaching what is known and engage students in the creation of new knowledge
- pursue research that satisfies local needs as well as curiosity

If your aspirations include teaching in an atmosphere of excellence, we invite you to consider joining us.

UCFV has opportunities for full-time faculty in several degree areas and disciplines commencing August 2007:

Arts
- Anthropology
- Communications
- English
- Geography
- History
- Political Science
- Psychology
- Sociology
- Theatre
- Visual Arts

Business Administration
- Aviation Management
- International Air Transportation
- Accounting
- Marketing
- Human Resources

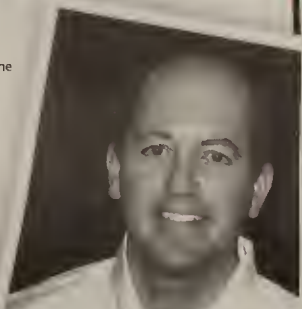
Criminology

Health
- Nursing
- Dental Hygiene

Kinesiology

Science
- Chemistry
- Physics

Social Work



"I chose UCFV because I wanted to be affiliated with an institution that truly values education. I believe there should be a balance between research and teaching, and UCFV has allowed me to find that balance."

Chris Bertram, PhD
UCFV Dept of Kinesiology and Physical Education

www.ucfv.ca/careers

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BOOKSHELF
COIN DES LIVRES

Shaky Logic Undermines Critique

A Nation Gone Blind: America in an Age of Simplification and Deceit

Eric Larsen. Emeryville, California: Shoemaker & Hoard, 2006; 291 pp; ISBN: 1-59376-098-1, paper $16 US.

By RICHARD MAUNDRELL

FINDING oneself appalled by the moral and intellectual squalor of the younger generation is usually a pretty reliable indication that one has grown old. Professors of humanities, who often tend to fancy themselves as keepers of the light in a darkening world, are particularly vulnerable to this state of mind, and occasionally one will write a book accusing the younger generation of having dropped the lamp. Such complaints are always worth considering, however, for it is always possible that, this time, the geezers have got it right. Sometimes the world really does change for the worse and slowly enough that we may have failed to notice.

There is no question that Eric Larsen is an angry man. In *A Nation Gone Blind* he draws on his long career teaching college English in making the case that education in the humanities has been in decline for decades. He argues it all started to go wrong in the postwar years with the advent of television. As Americans became increasingly reliant on television for their information, feeling replaced thinking, image replaced argument, desire replaced reason and, ultimately, the consumer replaced the citizen. It was a development that higher education in the humanities not only failed to resist, but to which it unwittingly made a substantial contribution.

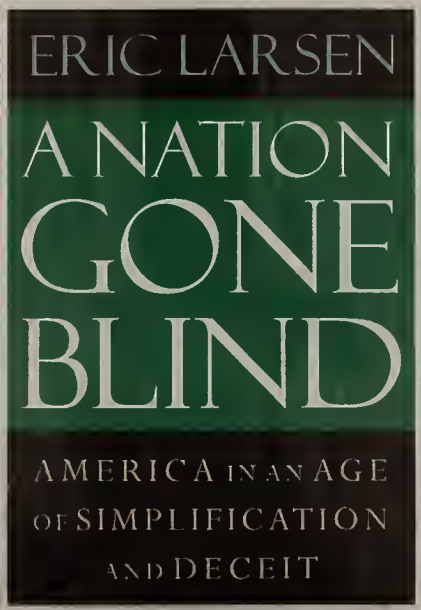
By the 1960s, reports that Johnnie couldn't read had become a matter of widespread concern, and it was suspected that part of the problem was that Johnnie had spent too much time watching television. By the end of the century, the decline had become manifest at all levels of American life. Larsen devotes some attention in *Nation* to the state of American literature since the Second World War, but he focuses primarily on the political consequences of the decline of "literary thought." America currently has a president who is arguably the least articulate, least well read and least curious in its history.

The poverty of American political discourse was particularly evident in the days and weeks following 9/11 when the best politicians could do in their utterances to a shaken nation was to echo phrases from Winston Churchill's speeches of 1940. The eloquence and subtlety that had characterized Churchill's oratory were no longer to be found in Washington or London. For Larsen, the coarsening and simplifying of American political discourse have been much more than a matter of style. What should really concern us, he suggests, is that the manner by which the administration of George W. Bush and its corporate sponsors took power amounted to a junta, but the electorate had lost the capacity to understand it as such.

Larsen claims the humanities have contributed to the effective "diseducation" of America since 1947 primarily by abandoning and denigrating the principal tools of rational thought, logic and empiricism.

One might suspect he has the postmodernists in mind in making this accusation, but, for Larsen, the irrationalism and relativism characteristic of postmodern thought – and the eagerness with which it was embraced in disciplines such as literary studies – are symptoms rather than causes. Postmodernism was merely one strand of a much wider mid-century revolt against positivism. Postmodern theory simply took the suspicions concerning knowledge claims based on the appeal to brute facts, which had emerged in the work of people like Ludwig Wittgenstein and W.O. Quine, to their ultimate. If the refusal of facts did not always square with common sense, then so much the worse for common sense – and so much the worse for any science which had failed to acknowledge its dogmatic underpinnings.

The rebellion against the constraints of empirical reason was viewed as liberating in some quarters as it allowed that the world could be understood in different ways, none privileged by appeal to a special relationship with objective reality. It provided a way of challenging theories and social practices that was based on specious appeals to the "natural." But it also encouraged a certain hostility toward the guiding principle of Enlightenment rationality: that the strength with which one adheres to a conviction should be proportionate to the evidence one can adduce in support of it.



The current resurgence in popularity among the educated elite of various folk remedies masquerading as "alternative medicine" is surely a case in point. However, swallowing non-evidence-based medicine is one thing, swallowing the lies spouted by a thieving government is another. Larsen invites us to wonder whether we have created a generation which is not only poorly equipped to distinguish truth from lies, but, worse, a generation that has become indifferent to the truth.

Ask a representative group of upper-year humanities majors these days whether they accept that a simple factual statement such as "I have exactly thirty-five cents in my pocket" must be true or false and there is a good chance that they will argue the contrary. Some will inevitably put forward some version of the argument that facts are linguistic entities and a word like "money" is a social construct that has no meaning beyond its complex and changing social context. In other words, the simplest appeal to "fact" quickly sinks in a morass of elaborate theoretical objections.

But as Larsen points out, change the subject to values, and a curious thing happens. Suddenly certain carefully selected claims such as "self-expression is good" or "hegemony is bad" tend to be accepted without question. In an intellectual culture which abhors absolutes, and where meaning is taken to be entirely a matter of "negotiation," certain ethical claims acquire a kind of diplomatic immunity. If this is so because every "right-thinking" person is supposed to find them intuitively compelling, then what can this mean other than that they are "felt" to be true. If so, Larsen is correct in suggesting that in some areas of humanities education feeling has been allowed to supplant thinking. It also means he may be justified in complaining that, in some areas, college instruction has become an exercise in indoctrination.

What Larsen does not acknowledge, however, is that, despite the vast literature which has been devoted to the subject over the latter half of the 20th century, no one has been able to find the theoretical Archimedean fixed point – brute fact or otherwise – upon which knowledge might be restored to a positive footing. Larsen's work is a polemic rather than a dissertation on epistemology and the philosophy of science, but like it or not, the challenges to positivism have had an honorable theoretical provenance. Behind all the hyperbole and the ridiculous jargon in which the issues have been expressed lie real epistemological problems that remain unresolved.

Further, for someone who laments the decline of logic in the academy, his own brief discussion of the subject in *Nation* is disappointing. For example, he explains that: "for a syllogism to be valid … its first and second premises must themselves be true, and must, further, be in a valid and logical relationship *with one another*. When all of that is true, the deductive conclusion … will also be valid, true, and inevitable." (p. 191)

Evidently Larsen thinks that "validity" means the same thing as "truth." However, in formal logic, a valid argument is defined as one in which, if the premises are true, the conclusion must be true as well. Thus a premise can never be "valid," though it must be true or false, and a deductive argument can be valid even though it contains false premises. As someone who graduated from college in 1963, which he claims to be the "last good year" before the Great Stupefaction overtook the classrooms of the nation's colleges, one would expect him to have known better.

Larsen is at his best when he focuses on general issues of theory and pedagogy. However, problems arise with his own use of empirical reasoning.

One of the most alarming claims he makes in the book occurs in the context of a reference to media coverage of the events of 9/11. It is mentioned in passing, but it is very telling coming from someone who claims to take empiricism seriously: "… the absence of wing holes in the side of the Pentagon that's said to have been hit by an airliner on 9/11, along with the absence of aircraft parts or wreckage at the crash site, is a thing passed off as the hallucinatory raving of a few 'conspiracy theorists' and kept out of the news, in effect denying people the right to read – or to think, or to know – about it." (p. 179)

Wing holes? Larsen, it seems, is prepared to take seriously the theory, widely circulated on the Internet while ignored by mainstream media, that the events of 9/11 were actually orchestrated by members of the Bush administration as a pretext for launching a war of conquest in the Middle East. Of course, as with any such conspiracy theory, one would have no reason to take it seriously as long as a simpler explanation is available which fits the facts. Those who think critically and rationally will appeal to Occam's razor in such cases. For the rest, the lunatic fringes of the Internet blogosphere beckon. Unless Larsen is to be counted among the ranks of Holocaust deniers and UFO abduction theorists, those missing wing holes are going to have to carry a lot of evidentiary weight.

I was so intrigued by the suggestion that clear evidence of a vast conspiracy and cover-up had been missed or suppressed by the mainstream media that I decided to conduct a little research of my own. I typed "Pentagon 9/11" into my Internet search engine and quickly found sites posting photos of smoking wreckage at the Pentagon. I am not certain which Larsen had been looking at, but many of them clearly depicted large, clearly recognizable chunks of aircraft including jet engines, landing gear and pieces of fuselage.

One might think this kind of photographic evidence would have effectively laid to rest any question about what struck the Pentagon that day, but that would be to underestimate the ingenuity of conspiracy theorists who now argue that, while the Pentagon *was* indeed hit by an aircraft on 9/11, it was *not* hit by a Boeing 757 – and that would mean, of course, that the Pentagon could not have been struck by American Airlines Flight 77. So, the unofficial version of events would now have to go something like this: On the morning of 9/11, for reasons unknown, the conspirators (whoever they were) somehow spirited away American Airlines Flight 77, permanently silencing its passengers and crew (unless, of course, they too were part of the conspiracy) and disposing of the aircraft in ways that can only be imagined, while attacking the Pentagon with another, as yet unidentified, aircraft.

That's the thing about conspiracy theories, you can make them as complex and implausible as you like in order to get the conclusion that fits your political predilections. The case against the official version of events now rests almost entirely on the shape and size of the hole punched in the wall of the Pentagon on 9/11. Of course, a lot depends on what you are expecting to see and interesting questions do arise from an engineering standpoint, but no one really knows what kind of hole a 757 *should* have made. There are simply too many physical variables involved to predict with any certainty and too little opportunity for observation.

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